

**‘Security in Complex Environments Group’**  
**TERMS OF REFERENCE**

**1. Objectives**

1.1 The Security in Complex Environments Group (SCEG) is a group for responsible Private Security Companies (PSC) and Private Maritime Security Companies (PMSC) and service providers, operating in complex territories in both the land and maritime domain, who demonstrably operate in a transparent and accountable manner with accredited certification against relevant international standards. In July 2011 SCEG was formally appointed the UK Government’s partner to support the Government in the transparent regulation of companies that operate within this sector. SCEG acts as a focal point to promote high standards across the sector and to represent the members’ interests externally to UK Government Departments, other governments, and wider stakeholders. SCEG will provide an authoritative focal point for stakeholders seeking an unbiased and fair representation of industry views and capabilities. The SCEG will in parallel support the collective competitiveness of the industry globally through representation and promotion of the PSC and PMSC sector.

**1.2 Mission**

SCEG will represent and promote the interests of its members at the highest level within governments, clients and stakeholders in order to champion and increase awareness of the well-regulated and governed private security sector which is embracing accredited certification against international standards and support the collective competitiveness of the membership.

**1.3 In particular, the SCEG is to provide:**

- a. An authoritative focal point to which members can refer to understand best practices, compliance, accredited certification, and resolution of operating issues.
- b. An authoritative focal point for UK Government departments, other governments, clients and stakeholders to which they can refer when seeking an industry view, when formulating requirements and policy in the field of the provision of private security services, both for the land and maritime domains.
- c. Support to the UK Government in its approach to the regulation of companies who operate in this sector. This will be undertaken through encouraging adherence to voluntary codes and associations coupled with independent third-party accredited certification against approved international standards.
- d. A forum to encourage widespread compliance with evolving human rights legislation, regulations and principles as relevant and applicable to security in complex environments. These include the UN Global Compact, UN Guiding Principles on Business and Human Rights, Voluntary Principles on Security and Human Rights, the International Code of Conduct for Private Security Service Providers, the Modern Slavery Act and the Montreux Document.
- e. A focal point the industry can use to represent its views to UN bodies, Civil Society, Governments, Flag States, and clients.

- f. A focal point for considering and taking forward ways of supporting the commercial interests of SCEG members on a collective basis. SCEG will leverage ADS Group for business opportunities that are in the collective interests of members. This does not inhibit SCEG companies pursuing their own commercial bilateral relationships with government and clients provided this activity does not take place in SCEG fora. A group in which Members and Associate Members can discuss, in confidence, technical issues of mutual interest, business opportunities and impediments. A forum for the development of specific policies and standards for the sector these might include training and operational standards, and which can be offered to clients, both state and non-state for inclusion in their contracts.
- g. A forum for discussions on standards, ethics, and regulation for emerging technology with security applications.
- h. Opportunities for informed discussions with governments, stakeholders, and other sectors to raise awareness of Members provision of services and issues concerned with the provision of such services. A forum for discussion on future opportunities for commercial collaboration with the UK government and other governments and clients.
- i. An authoritative voice for the industry providing context and material for the media on a proactive and reactive basis, with the emphasis on a clear narrative that the PSC and PMSC sector represented by SCEG is well regulated, compliant and offers a professional service to clients.

## 2. Membership Criteria

2.1 There are 3 categories of membership for SCEG. They are: Full, Associate and Affiliate

### Full Members

- 2.1.1 Any registered company which is providing security and other services in complex environments has the right to apply for membership of SCEG, provided that they:
- Have read and agreed to abide by the principles in the International Code of Conduct for Private Security Providers (ICoC)
  - Have read the ICoC Articles of Association and if appropriate may wish to give further effect to their commitment to the code by becoming members of the Association
  - Agree to read and where relevant to reflect the UN Guiding Principles on Business and Human Rights in their processes and operations
  - Have auditable processes in place to demonstrate adherence to the voluntary Codes of Conduct or other principles and Associations to which they may adhere
  - Are prepared to play a constructive role which adds value to the SCEG Membership and the objectives of the Group.
  - Can provide evidence that they are delivering security or other services for clients in complex environments.
  - Can demonstrate, that they have achieved accredited certification, or intend within 2 years of joining SCEG to be certified, against relevant standards including where appropriate PSC1, ISO 18788 and ISO 28007 depending on the nature of the company's operations.

## Associate Members

- 2.1.2 Associate Membership is open to those companies and individuals who have a professional interest in the work of SCEG and wish to be kept informed of developments and contribute on relevant issues. Associate Members will include companies in the legal and insurance sector, academics and Certification Bodies. Associate Members do not have any voting rights within SCEG. Associate Members should be able to demonstrate that they are members of good standing through professional qualifications and/or membership of relevant professional bodies.

## Affiliate Members

- 2.1.3 Appropriate UK Government departments and other stakeholders including non-governmental organisations may be granted 'Affiliate' status, at the discretion of the Executive Committee. Affiliates do not have voting rights within SCEG.

## 3. Organisation

### 3.1 Status

SCEG is an autonomous Special Interest Group within ADS. The relationship between ADS and SCEG is subject to agreement which is kept under review by the Executive Committee and ADS.

### 3.2 Executive Committee (EC)

- 3.2.1 The Executive Committee (EC) provides the strategic direction and context to enable the Director of SCEG to meet the requirements of the membership cognisant of the global security architecture. The EC will act impartially and collegiately in their decision-making processes.
- 3.2.2 The committee comprises of Director SCEG and a minimum of 7 industry members, elected by SCEG Members. Both the ADS Director of Exports and Director Security and Resilience have a standing right to attend the EC or SCEG Main meetings. The SCEG Administrator will attend EC meetings as required to provide secretarial and administrative support. Representatives from across government have a standing invitation to attend meetings when items of relevance are on the agenda. These might include:
- FCDO representatives dealing with Prosperity, Multilateral Policy (including human rights and sanctions), Security policy and procurement of security services.
  - Ministry of Defence representatives inter alia from Defence Engagement Strategy and PJHQ.
  - Department for Transport representatives from the Maritime Security Division and Aviation Security Division
  - Department for International Trade representatives inter alia from Trade policy, Export Control and UKDSE
  - Home Office representatives from the Drugs and Firearms Licensing Unit.
  - Cabinet Office representatives as appropriate (for example as regards CSSF or other cross government initiatives).
- 3.2.3 The EC may also co-opt additional industry and/or government and/or civil society experts, where appropriate, in an advisory capacity.
- 3.2.4 The EC is to appoint a Chairman. The Chairman may designate an Acting Chairman in his/her absence. The Chairman may appoint a Vice Chairman after consultation with the EC. When acting as the Chairman he or she must be seen to act impartially in the best interests of SCEG.
- 3.2.5 The EC shall meet four times a year or more frequently, if deemed necessary to perform its function. These meetings will routinely be held in advance of the SCEG meetings.
- 3.2.6 The Director of SCEG is responsible for the running of the organisation.
- 3.2.7 The SCEG Administrator will act as secretary to the SCEG and provide administrative services to the organization as required by the Director.
- 3.2.8 Voting rights will be equal across the elected members of the EC. The Chair or acting chairman shall hold a casting vote. Votes may also be cast in absentia or by proxy.

### **3.3     Executive Committee Rotation**

- 3.3.1     The Chairman and EC Members will serve for a period of one year. At the end of this period they may stand for re-election. The Chairman may only serve for a total period of 3 years.
- 3.3.2     The period of EC Membership will start from the 1<sup>st</sup> July and end on 30 June.
- 3.3.3     There will be a minimum quorum requirement for EC meetings of three industry representatives.
- 3.3.4     Following elections, notification of new EC Members and appointments of Chairmen will be delivered to the SCEG members by email. No ratification will be necessary.
- 3.3.5     Whilst facilitating the EC elections the Director should encourage the membership to cast their votes to reflect the broad spectrum of interests in the organisation and to encourage a balance between land and maritime interests.

## **PART 2**

### **4.     Applications for Membership**

- 4.1     All aspirant members are to complete the SCEG Membership Application Form and return this to the Director of SCEG. All membership applications will be subjected to a due diligence process. Aspirant members may be required to provide additional information to support their applications on request from the Director of SCEG.
- 4.2     All applications for Membership of SCEG will be reviewed by the Director to ensure that the applicants meet the agreed Membership criteria included in these Terms of Reference. A copy of the Terms of Reference will be prominently displayed on the SCEG website.
- 4.3     Membership cannot proceed further without
  - 1)     Confirmation that the due diligence checks set out in 4.1 have been completed satisfactorily.
- 4.4     A list of all SCEG members will be prominently displayed on the SCEG website.

### **5.     Potential Sanctions**

- 5.1     Members must not act in any way as to bring the name of ADS or SCEG or their respective Members into disrepute. Membership may be terminated immediately should this occur. Examples of such might include but are not limited to:
  - 5.1.1     Acting in a manner which brings SCEG into disrepute, for example, non-compliance, breach of license, non-adherence to the International Code of Conduct or relevant Code of Conduct, or equivalent, where applicable
  - 5.1.2     Where the application from the Member is found to be materially false or misleading
- 5.2     In addition to summary termination of an organization's membership, as the ultimate sanction, there will be a graduated range of sanctions, depending on the seriousness of the alleged infringements, which is available to SCEG to ensure that its Members are complying with its regulations, and not bringing it into disrepute. This includes:
  - 5.2.1     Mentoring/guidance/direction
  - 5.2.2     Reprimand (oral)
  - 5.2.3     Formal warning (written)
  - 5.2.4     Fine
  - 5.2.5     Dismissal

Depending on the circumstances, the imposition of these sanctions may be publicized..

- 5.3 If Membership is denied, or a Member is subsequently excluded, a Member may make representations in person or in writing to the EC for the matter to be reviewed.
- 5.4 Membership is vested in the organisation, not an individual. A Member company may terminate their membership at any time by giving written notice. Fees paid will not be refundable. Where there are multiple representatives, a decision to terminate Membership will be taken as covering the company as a whole.
- 5.5 Members who have left of their own volition (not where they have been asked to leave) may re-join using the same process as that for new Membership applications.
- 5.6 Alleged infringements may be brought to SCEG's attention through a variety of means, including information from any parties, including complainants. Such allegations will then be investigated by the Director, for assessment as to whether there is sufficient substance to them to warrant a detailed, formal investigation. In the first instance the Director will provide a report to EC members for their deliberation.

## 6. Meetings

- 6.1 SCEG will routinely meet quarterly. The EC will meet routinely in advance of the SCEG main meetings.
- 6.2 SCEG Working Groups may be established as required.
- 6.3 Those eligible to attend SCEG meetings are members, associate members, and affiliates. In addition, invitations may be extended to clients, stakeholders, and experts on a case-by-case basis for the benefit of the membership.
- 6.4 SCEG meetings will routinely take place on Teams, or at the ADS London office or a central London venue.

## 7. Finance

- 7.1 SCEG is a not-for-profit, self-financing group. Membership Subscriptions will be reviewed annually. Subscriptions rates will reflect a company's Global turnover within the relevant sector – that is the provision of security and services in complex and high-risk environments. The 2026 membership bands and fees are as follows:
- 7.2 SCEG Members:
- |                                  |             |
|----------------------------------|-------------|
| Band 1 (Turnover of upto £5m)    | £2,145 +VAT |
| Band 2 (Turnover of £5m - £25m)  | £4,085 +VAT |
| Band 3 (Turnover of £25m - £50m) | £5,180 +VAT |
| Band 4 (Turnover of £50m+)       | £6,310 +VAT |
- 7.3 Associate Members £1,945 + VAT
- 7.4 Affiliate Members No fees applicable

### 7.5 Subscription Fees

The following is applicable to membership subscription fees:

- Fees should be paid to “ADS Group Ltd”
  - Payments will be made in advance.
  - Membership will be conditional on payment.
  - Payment period will be 1<sup>st</sup> January to 31<sup>st</sup> December.
  - Part year Membership will attract a pro-rata payment.
  - Once made, any payments will be non-refundable.
- 7.6 Attendance at routine SCEG events including meetings will be deemed to have been covered by the Membership fees. Additional attendance charges may be required for other events such as conferences and promotional events. These charges will be agreed by the EC and promulgated to the membership. The funds will be managed and accounted for by the SCEG Administrator supervised by the Director of SCEG using the ADS accounting system. All payments should be made payable to “ADS Group Ltd”.

## 8. General

- 8.1 The Terms of Reference may be amended by the Executive Committee and discussed with the wider SCEG membership. Once agreed the revised Terms of Reference will be promulgated to all SCEG Members (Full and Associate) and placed on the SCEG website.
- 8.2 Accepting that the Terms of Reference will be amended over time, the application of current Terms of Reference will not be retrospective insofar as eligibility for Membership by existing SCEG Members is concerned. However, if a company lapses its Membership of SCEG and then re-applies to join, the Terms of Reference existing at the time of re-application will be applied.
- 8.3 The intent of the SCEG is to be as transparent as possible in its activities to all stake-holders, though the level of disclosure on individual Member Company contracts, products, customers, activities or any other commercial or security-related information will in all cases be for that company to determine.