



INSIDER THREAT AWARENESS

In light of the increased risk of terrorism and severe criminal activities, Securitas is training its employees about insider threat awareness with a theme of, "See Something, Say Something"™. This is an essential component of a comprehensive security program. Securitas trains and encourages employees to report suspicious activities observed while on duty.

Securitas has customers in many different industries. Some of these businesses could be targets for terrorist attacks or other kinds of serious crime. High importance sites such as airports, train stations, harbors and power plants are obvious potential targets, but other sites such as shopping malls, large public events, public transportation, large buildings and embassies (to name just a few) are also potential targets.

In providing a security program, Securitas employees have access to customer sites. The *insider threat* derives from the risk that **someone would use his/her employment position to carry out, facilitate or enable terrorist or other criminal activities.**

An employee might act on his or her own initiative or be a target for insider recruitment. Criminals who recruit insiders can be smart and they normally target persons who have valuable information or are vulnerable in some way. Examples of employees who may be recruited for insider threat activity:

- Employees working at strategic sites (airports, power plants, public transportation, refineries, shopping malls, etc.).
- Employees with excessive debt, gambling debts, etc.
- Employees who have suffered a life crisis (death of a friend or family member, divorce, depression, etc.).
- Employees who complain regularly that they have been treated unfairly either by the government or their employer.
- Employees who do not seem to fit into mainstream society.
- Employees who become excessively religious.

So what can we do to mitigate insider threat risk? First, it is important to be aware of the risk and signs that could reveal an insider threat. Examples of signs to look for:

- Changed behavior – An employee's behavior towards colleagues and in social media, extensive spending of money, changed behavior towards the opposite sex, changed clothing or eating habits, etc.
- Questioning – An employee asks questions about the facility or about sensitive information that falls outside his/her area of responsibility.
- Photos – An employee takes photos or in some other way documents the customer site.
- Tests of Security - The planning of terrorist or other criminal activities could involve attempts to penetrate or test the physical security or the security procedures at the targeted site. An employee may attempt to enter the site without proper access control authorization in order to test the security response.
- Remember, insider threat risk is not based on race, ethnicity or religion – it is the behavior that is the focus.

Stay informed about the terrorism exposure in your state, city, and/or client site and follow internal policies and procedures. Immediately report any suspicions you may have of someone that could be using his/her Securitas employment to carry out, facilitate, or enable terrorist or other severe criminal activities.

There are several different ways to report your suspicions:

- The Securitas Hotline – 1-800-574-8637, www.securitashotline.com
- To your Human Resources representative
- To your branch manager

It is important that you are aware of the risks and the signs, but it is equally important that we discuss the insider threat risk without prejudice. Securitas is an Equal Opportunity Employer and has a policy of treating all employees with respect and dignity. Further, we want our employees to have a productive work environment which only occurs when we treat one another with dignity and respect. Insider Threat reporting should not be used to report false claims against a co-worker as Securitas takes all reports seriously and will investigate, and where appropriate, report to the local authorities.

Let's stay vigilant, be aware, and focus on potential harm and strive to work together to ensure our workplace and communities stay safe.