



The GEO Group, Inc. ®

**HUMAN RIGHTS AND ESG REPORT
EXECUTIVE SUMMARY
2019**

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ABOUT THE GEO GROUP

The GEO Group, Inc. (NYSE:GEO) is a publicly-traded, fully-integrated real estate investment trust ("REIT") specializing in the design, financing, development, and operation of secure facilities, processing centers, and community reentry centers in the United States, Australia, South Africa, and the United Kingdom.

GEO provides complementary, turnkey solutions for numerous government agencies worldwide across a spectrum of diversified secure facility management, in-custody rehabilitation, community reentry programs, and electronic monitoring services.

GEO'S WORLDWIDE OPERATIONS

93,000 Beds

125 Secure facilities, processing centers and community reentry centers

23,000 Professional Workforce

GEO'S ESG ASPIRATIONS

- To implement best practices that follow recognized global Human Rights standards and respect the dignity and basic human rights of all individuals in our care.
- To be a leading provider of enhanced in-custody rehabilitation programs and post-release support services through our award-winning GEO Continuum of Care®.
- To maintain and manage quality facilities that provide a safe and humane environment, deliver high quality medical care, and adhere to independent accreditation standards.
- To provide development opportunities to our workforce and to instill an organizational culture rooted in diversity, inclusion, and respect.
- To advance environmental sustainability in the construction and operation of our facilities by investing in energy conservation measures and following independent Green Building certification standards.

GEO'S COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

GEO'S COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

- For the last three decades, The GEO Group has partnered with government agencies throughout the United States and around the world to deliver private-sector solutions to meet public-sector challenges.
- The publication of our second Human Rights and Environmental, Social and Governance (ESG) report is an important step in furthering our commitment to providing transparent and comprehensive ESG disclosures and metrics.
- This report builds on our first ever Human Rights and ESG report, and incorporates updated disclosures and metrics for the calendar year 2019 based on recognized ESG reporting standards, related to the development of our employees; our adherence to ethical governance practices throughout our company; and our efforts to advance environmental sustainability in the construction and operation of our facilities.
- The report also highlights our continued commitment to improving the lives of those entrusted to our care by providing enhanced rehabilitation and post-release support services through our award-winning GEO Continuum of Care (CoC) program.

- We recognize the continued interest from our diverse stakeholder groups in learning more about our company, and we welcome an ongoing engagement with our stakeholders as our company continues its ESG journey in the future.

REFERENCING THE GRI STANDARDS AND UN GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

As we prepared our second annual Human Rights and ESG Report, we continued to recognize the need for a transparent and disciplined enterprise-wide approach. Accordingly, we have referenced the GRI (Global Reporting Initiative) Standards and The UN Guiding Principles on Business and Human Rights in developing this year's update, and remain committed to the following set of ongoing objectives:

- Provide greater transparency for our stakeholders and the general public with respect to our various efforts in all our facilities aimed at respecting human rights.
- Enhance our ability to flag potential issues in all areas of our operations and compress the time it takes to respond with corrective measures.
- Use widely-accepted methodologies for evaluating performance and setting objectives for improvements in corporate governance, corporate social policy, environmental impact and energy conservation.

HUMAN RIGHTS & ESG REPORT

WHAT WE DON'T DO

- We don't manage any shelters or facilities housing unaccompanied migrant minors.
- We don't manage any border patrol holding facilities along the U.S. Southwest border or anywhere in the United States.
- We don't manage any facilities with tent structures or chain-link fencing in housing areas.
- We don't manage any facilities that are overcrowded.
- We don't deny care or treatment to detainees who are pregnant, ill or suffering from mental illness.
- We are not involved in forced separation of families.
- We do not subject any individuals in our care to forced or involuntary labor. At no time is anyone in our care required or pressured into participating in any of the optional Voluntary Work Programs available at our facilities established under standards set by the federal government; individuals choosing not to participate are provided the same access as program participants to three full meals daily, snacks, beverages and refreshments, hygiene and sanitary supplies, recreation, education and all services available at our facilities.
- We don't play a role in passing criminal justice or immigration laws, and we have never advocated for or against criminal justice or immigration enforcement policies.

WHAT WE DO

- We manage modern immigration processing centers under contracts with the U.S. Immigration and Customs Enforcement (ICE), which have such amenities as:
 - 24/7 access to healthcare, including medical, dental, and mental health services;
 - Multilingual informational 'Know Your Rights' materials and translation services;
 - Artificial turf soccer fields;
 - Flat screen TVs in living areas;
 - Indoor and outdoor recreation;
 - Classrooms and multipurpose rooms; and
 - Leisure and legal libraries.
- We proudly operate in accordance with the Performance-Based National Detention Standards (PBNDS), inclusive of applicable waivers, first established under President Obama's Administration.
- We provide safe and humane residential care for civilly held individuals during the adjudication of their immigration cases, with an average length of stay of approximately 30 to 60 days.
- The professional services that we provide today at the ICE Processing Centers that we manage are no different from the services we provided for eight years under President Obama's Administration.
- We offer opportunities for detainees to participate in a variety of Voluntary Work Programs under strict guidelines provided by the federal government, which also stipulates the payment rates associated with the program. Program participants and those not participating are provided the same access to three full meals daily, water, snacks and beverages, refreshments, recreation, hygiene and sanitary supplies, education and all services available at our facilities.
- We manage federal facilities for the U.S. Bureau of Prisons that are reserved almost exclusively for non-U.S. citizens serving federal criminal sentences.

Broward Transitional Center



HUMAN RIGHTS & ESG REPORT

- We note that the overwhelming majority of correctional and detention facilities in the United States are managed and operated by public and governmental agencies. Less than 8% of correctional and detention beds are managed and/or operated by private-sector contractors.
- GEO is proud to be a world leader in offender rehabilitation, which we provide at eighteen (18) state correctional facilities and two (2) federal facilities through the GEO Continuum of Care program.
- The GEO Continuum of Care (CoC) is enhanced in-custody offender rehabilitation programming, including cognitive behavioral treatment, integrated with post-release support services.
- At the Corporate Office level, the CoC Program is administered by the GEO Continuum of Care® Division which has subject matter experts in education, cognitive behavioral treatment, substance abuse treatment, post-release services, CoC training, and quality assurance.
- For 2020, GEO has pledged to increase its annual commitment for CoC funding to \$14 million representing approximately 9% of the company's net annual profits.
- On any typical day, there are approximately 30,000 participants enrolled in GEO offender rehabilitation programming, which resulted in 6.8 million programming hours completed during 2019.
- GEO's CoC rehabilitation program includes cognitive behavioral therapy that identifies the individual's criminogenic risks and develops an appropriate treatment plan.
- The Corporate CoC Division Case Managers coordinate with the facility Case Managers regarding the progress and eventual release of the CoC participants.
- At GEO's Corporate Office, Post-Release Case Managers provide post-release support services on a 24/7 basis, aiding individuals in fulfilling their most critical needs following their release back into the community. Identified needs include housing, clothing, food, employment, and transportation assistance.

GEO'S FOCUS ON OFFENDER REHABILITATION ASSISTED INDIVIDUALS IN ACHIEVING THE FOLLOWING DURING 2019:

2,882 High School Equivalency Diplomas

9,413 Vocational Certificates

8,767 Substance Abuse Treatment Certificates

51,000 Programming Completions

- On a daily basis, the GEO Post-Release Case Managers are supporting over 3,800 individuals reintegrating into their communities through our post-release support services.
- GEO's facilities are highly rated by independent accreditation entities including:
 - The American Correctional Association;
 - The National Commission on Correctional Health Care; and
 - The Joint Commission.
- We advocate for public-private partnerships that deliver private sector solutions to public sector challenges with strict government oversight.
- The facilities we manage typically have on-site, full-time government monitors.

Executive Summary of The GEO Group's Response to 2016 DOJ OIG Report on Contractor-Operated Federal Prisons

The Department of Justice, Office of Inspector General issued a report (the "OIG Report") in August 2016 titled "Review of the Federal Bureau of Prisons ("BOP") Monitoring of Contract Prisons."

The OIG Report was not only flawed, from an analytical basis, but the underlying data in fact revealed that the contracted facilities were as safe, if not safer, than the publicly operated facilities.

Flawed Comparison

- The OIG Report was inherently flawed since it offered an apples to oranges comparison of non-similar facilities.
- The DOJ OIG selected 14 low security prison facilities operated by the BOP with a total of 22,600 inmates, mostly US citizens, and only 12% criminal aliens.
- The private sector comparison involved 14 low-security, contracted facilities with a total of 28,000 inmates, of whom 96% were criminal aliens that came from approximately 90 foreign countries.
- Consequently, this was not a fair comparison of similar inmate populations between the public and private sector facilities.
- Even the BOP expressed skepticism regarding the OIG Report by stating:

"We continue to caution against drawing comparisons of contract prisons to BOP operated facilities, as the different nature of the inmate populations and programs offered in each facility limit such comparisons."

Underlying Data Shows Contractor-Operated Facilities are Safer

- The data in the OIG Report showed that contracted facilities were actually safer than the public facilities, in many respects.
- The contractor-operated facilities performed better in several very key categories, per each 10,000 beds:
 - Fewer deaths: 54 deaths in the contracted facilities, versus 127 in the public facilities
 - Fewer drug confiscations
 - Fewer inmate fights
 - Fewer suicides
 - Fewer disruptive behavior incidents
 - Fewer uses of force
 - Fewer overall grievances
 - Fewer medical and dental grievances
 - Fewer grievances in the Special Housing Units
 - Fewer positive drug tests
 - Fewer guilty findings of inmate sexual misconduct against inmates
 - Fewer allegations of staff sexual misconduct against inmates
- These findings from the OIG Report confirm the contractor-operated facilities were as safe, if not safer, than public facilities.

Read GEO's Detailed Response to the 2016 DOJ OIG Report on BOP Contractor-Operated Facilities: [geogroup.com/GEO2016OIGResponse](https://www.geogroup.com/GEO2016OIGResponse)

HUMAN RIGHTS & ESG REPORT

GEO CONTINUUM OF CARE:
REHABILITATOR OF LIVES

GEO is a world leader in the provision of enhanced offender rehabilitation programs and post-release support services through the GEO Continuum of Care® (CoC). The GEO Continuum of Care® – an innovative and award-winning initiative we piloted in two state correctional facilities starting in 2015 – provides enhanced in-custody rehabilitation programming, including cognitive behavioral treatment, integrated with post-release support services at 18 state correctional facilities and two federal facilities in the United States.



\$14M

committed in company funding for GEO Continuum of Care® Program

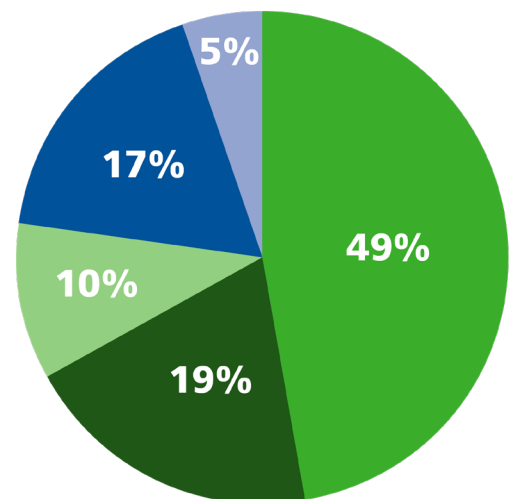
Our evidence-based treatment begins with individualized risks and needs assessments and offers several unique and enhanced programs, including:

- Enhanced academic programming with the use of Smart-Board technology for interactive learning in every classroom.
- Enhanced vocational training through nationally certified programs focused on future job and career opportunities.
- Industry-leading Cognitive Behavioral and Substance Abuse treatment based on nationally recognized curricula.
- Post-release support services, which involve post-release case managers and 24-hour support to assist released individuals with the most crucial needs upon their release back into the community, including clothing, food, housing, employment, and transportation assistance.

As an extension of the GEO Continuum of Care, GEO’s post-release case managers coordinate and facilitate the delivery of resources through 170 preferred providers. Weekly calls are scheduled with post-release participants to assess progress and provide support for up to 12 months, as well as motivate participants to continue in the behavioral change process.

GEO allocates **\$2.5 million** in annual funding to assist those released from custody

- **Housing**
- **Clothing**
- **Transportation**
- **Food**
- **Other**



FACILITATING TRANSITION:
GEO’S POST-RELEASE SUPPORT SERVICES

Approximately 95% of all individuals incarcerated will return to their communities. GEO’s Post-Release Support Services provide case management, develop and maintain community partnerships, and coordinate and distribute transitional resources based on individual need.

HUMAN RIGHTS & ESG REPORT

2017-2019 GEO CONTINUUM OF CARE (COC) HIGHLIGHTS

POPULATION

	2019	2018	2017
Total Eligible Population	69,548	64,620	60,620
Total Program Participants	33,309	31,049	29,214

PARTICIPATION

Total Programming Hours Completed	6,789,417	6,733,045	5,914,071
Total Programming Completions	51,605	44,518	30,814
Behavioral Program Completions	44,715	32,419	23,485
Individual Cognitive Behavioral Treatment Sessions Completed	36,539	16,409	16,409
Average Daily Vocational Attendance	33,033	32,283	24,291
Average Daily Academics Attendance	13,244	13,104	12,210
Average Daily Substance Abuse Attendance	18,038	17,965	4,112
Total Substance Abuse Completions	8,767	8,842	8,412
Total Vocational Completions	9,413	9,131	7,814
Total High School Equivalencies Issued	2,882	2,779	2,615
Average Program Participation Hours per Participant	204	216.8	202.5

POST-RELEASE SUPPORT SERVICES SUMMARY

Total Post-Release Participants	4,317	1,864	960
Community-Based Participants	3,840	631	501
Participants Pending Release	477	749	459
Employed/Students	1,638	900	234

STAFF DEVELOPMENT

Total Annual Trainings	342	334	153
Total Staff Training Hours	82,080	80,170	46,750

GEO's 2020 annual funding commitment in support of the CoC program is approximately \$14 million, representing approximately 9% of GEO's net income.

HUMAN RIGHTS & ESG REPORT

HUMAN RIGHTS FOCUSED

GEO acknowledges the unique nature of its operations as a provider of management services for correctional and rehabilitation facilities and immigration processing centers, as well as, community reentry and electronic monitoring services to governmental entities. We recognize the significant role that respect for human rights plays in our operations in the United States and around the world.

Over the years, GEO has been committed to respecting the human rights of all individuals in our care, including ongoing efforts to drive continuous improvement in the following areas, which are discussed in this section:

- Safe and Humane Environment
- Access to Healthcare
- Access to Legal Services
- Access to Family / Friends Communications
- Access to Religious Opportunities
- Access to Safe and Nutritious Meals
- Access to Recreational Amenities
- Access to Rehabilitation Programs for State Inmates

SAFE AND HUMANE ENVIRONMENT

Our goal of ensuring a safe and humane environment for everyone in our care calls for us to follow many sets of standards and laws that define and proscribe the daily operation of our facilities and programs.

- **95%** of GEO's facilities are less than 25 years old, compared with approximately 33% of all state correctional facilities in the United States that are less than 25 years old.
- **100%** of GEO's facilities are air-conditioned.
- **100%** of the 800 academic and vocational classrooms in GEO's facilities have electronic Smartboards for interactive computer assisted curriculum.

Furthermore, GEO has a zero-tolerance policy for all forms of sexual abuse and sexual harassment in our facilities and programs and strictly follows the Prison Rape Elimination Act (PREA). For more information related GEO's PREA Compliance and Certification can be found in the Protecting Human Rights Through Oversight and Contract Compliance section of the full Human Rights and ESG Report (see geogroup.com/Portals/0/HumanRightsESG2019.pdf)

ACCESS TO HEALTHCARE

The healthcare needs of the individuals in our care are often significant. Those needs can include acute or chronic healthcare conditions, and/or mental health issues, including despair, anxiety, depression, fear, thoughts of self-harm and suicidal ideation.

GEO-provided healthcare services are under the oversight of the GEO Healthcare Division located in our Corporate Headquarters. The division is led by a Chief Medical Officer with four decades of experience in clinical medicine and is supported by 21 subject matter experts in correctional healthcare, dental services, mental health services, quality control, administration, off-site healthcare claims management, and clinical care support.

More information about GEO's Medical Services can be found in the [World Class Health Care](#) section of this summary.

Visitation at Rivers Correctional Facility



HUMAN RIGHTS & ESG REPORT

ACCESS TO LEGAL SERVICES

In accordance with standards promulgated by our company and our government agency partners, as well as, the American Correctional Association, we facilitate opportunities for those under our care to access leisure and law library services. Additionally, our facilities are equipped with comprehensive leisure and law library resources, including computers or kiosks containing LexisNexis.

Furthermore, all individuals under our care have access to attorneys through a variety of opportunities, including telephonic contact, onsite contact visits, onsite non-contact visits, onsite private visits in one of GEO's designated legal rooms or via marked legal mail.

ACCESS TO FAMILY/FRIENDS COMMUNICATIONS (TELEPHONES)

We recognize the importance of communication in the lives of all individuals in our care, and subject to appropriate safety and security safeguards, we go to great lengths to ensure that they are able to communicate in a meaningful and timely way with their family members, friends, and legal representatives without undue time or privacy constraints. Our housing areas are equipped with banks of telephones, most of which have attached privacy panels or full privacy enclosures. We also provide access to telephones during normal operational hours and ensure private rooms are available for those who request unmonitored legal calls in a confidential setting.

ACCESS TO RELIGIOUS OPPORTUNITIES

We respect the right of everyone in our care to practice and follow the teachings of their faith preferences. Our diligence in the application of best-practices ensures opportunity for individuals to practice, assemble, choose religious dietary options, and have access to religion-specific credentialed clergy and spiritual advisors.

ACCESS TO SAFE AND NUTRITIOUS MEALS

The nutritional needs of the individuals in our care are diverse due to differences in age, activity, physical condition, gender, religious preference and medical considerations. Meals, regardless of type, (i.e., regular, medical, holiday or religious meals), are provided at no cost to everyone in

our care. Our menus are certified by a Registered Dietitian, are reviewed annually, and undergo a complete nutritional analysis annually to ensure they meet U.S. Recommended Daily Allowances/ Dietary Reference Intake guidelines set by the Food and Nutrition Board of the Institute of Medicine of the National Academies.

ACCESS TO RECREATIONAL AMENITIES

Recreational amenities and activities can serve not only to enhance physical and mental health, but also help to establish healthy interactions and social connections. Our facilities provide individuals with a variety of indoor and outdoor recreation activities. Enhanced individual and group recreation and wellness plans supplement traditional forms of recreation and allow case managers the ability to conduct continuous assessments of recreational interests and needs.

ACCESS TO REHABILITATION PROGRAMS FOR STATE INMATES

Our GEO Continuum of Care® provides enhanced in-custody rehabilitation programs including cognitive behavioral treatment, integrated with post-release support services. The goal of our in-custody programming is to facilitate a successful transition by the individuals in our care into a crime-free daily life in their communities.

For 2020, GEO has committed \$14 million in company funding for the GEO Continuum of Care® (CoC) Program.

Basketball Court at Broward Transitional Center



ENVIRONMENTALLY RESPONSIBLE



Solar Panels at GEO's Adelanto ICE Processing Center

INVESTING IN ENERGY EFFICIENCY IMPROVEMENTS

In an effort to improve the energy efficiency of our facilities, GEO has invested approximately \$12 million to retrofit, modify, and upgrade lighting, water, laundry and HVAC systems. GEO has contracted Iconergy to provide Investment Grade Audit reports across our GEO Secure Services facilities. Iconergy provides professional energy engineering and commissioning services to public, private, and nonprofit sector organizations. This important initiative is reflective of GEO's goal to achieve a minimum of 15% in energy and utility savings.

Iconergy is responsible for identifying Energy Conservation Measures, which will provide GEO with both cost certainty and performance guarantees.

Below are the Energy Conservation Measures that have been implemented at a number of our facilities based on Iconergy's Investment Grade Audit reports:

- Lighting Efficiency (LED fixtures)
- Water Efficiency (Push Button shower, toilet and faucet fixtures)
- Water Service upgrades
- HVAC Duct Sealing & Outside Fresh Air Intake

GEO HAS INVESTED APPROXIMATELY

\$12M

to implement Energy Conservation Measures across GEO Secure Services facilities

HUMAN RIGHTS & ESG REPORT

ENVIRONMENTAL SUSTAINABILITY
POLICY STATEMENT

As a Real Estate Investment Trust specializing in public-private partnerships for the design, financing, development, and operation of secure facilities, processing centers, and community reentry centers worldwide, we work to promote our growth and operations in a sustainable and responsible manner. We are committed to delivering our services, the development and operation of new and existing buildings, in a manner that contributes to positive economic, social and environmental outcomes for the individuals in our care, our employees, government agency partners, and shareholders, as well as the communities we serve.

Mindful of energy, water and waste management, we have adopted an integrated approach focusing on environmental protection and awareness, waste and energy reduction, and risks and opportunities related to climate change. We are committed to maintaining the environment and reducing the footprint of our business operations by:

- Identifying, measuring, and offsetting the environmental footprint of our global operations;
- Reducing our environmental impact through local operations initiatives;
- Preventing pollution by conserving energy and resources, recycling, minimizing waste and pursuing other resource reduction strategies;
- Maintaining full compliance with applicable environmental laws, regulations, and company policies and procedures; and
- Working with our stakeholders on activities that promote environmental protection and stewardship.

Using our environmental management system, which monitors our energy and water usage, as well as waste and carbon emissions, we are pursuing a sustainable and environmentally sound future. We are committed to creating sustainable environments in the operation of our facilities worldwide, and we believe that our adoption of a greener operational philosophy lowers operating costs and emissions to the benefit of all. We regularly strive to identify sustainable initiatives and innovations that deliver energy and natural resource efficiency across new and existing facilities we own and manage.

For more information on GEO's environmental sustainability policy statement, please visit https://www.geogroup.com/Portals/0/Environmental_Policy.pdf

ASSESSING GEO'S ENVIRONMENTAL
PERFORMANCE

In 2020, GEO undertook the initiative of determining the company's carbon footprint, including Green House Gas Emissions and energy consumption data. Our corporate office worked directly with the field to gather data from each facility regarding energy use, including natural gas, diesel, fuel, propane, and electricity; and water use, as well as Scope 1 and Scope 2 emissions.

2019 GEO GROUP ENVIRONMENTAL
PERFORMANCE METRICS

Energy Consumption		Unit
Total energy usage	2,560,998	GJ
Electricity	356,733,890	kWh
Natural Gas	1,122,112	MMBtu
Diesel	180,867	Gal
Fuel Oil	245,347	Gal
Propane	301,482	Gal
Energy intensity Unit	125	energy/ sq ft
Water Consumption		
Water Usage	2,186,751,342	Gallons
Water intensity	106	gallons/ sq ft
Greenhouse Gas Emissions		
Scope 1 Emissions	68,516	MtCO ₂ e
Scope 2 Emissions*	166,886	MtCO ₂ e

* Location based

COVID-19 SENSITIVE/RESPONSIVE

Over the course of 2020, the determination and commitment of our frontline employees has been tested like never before, as our facilities and programs have met the unprecedented challenges of the COVID-19 pandemic. From the beginning of this crisis, our corporate, regional, and field staff have worked together to implement important steps to mitigate the risks of COVID-19 to all those in our care and our employees. We are incredibly proud of our employees whose daily commitment and dedication have allowed our company to implement steps to mitigate this unprecedented global pandemic.

GEO GROUP'S STEPS TO ADDRESS AND MITIGATE THE RISKS OF COVID-19

We are committed to ensuring that all GEO facilities operate safely, without overcrowded conditions and provide access to regular handwashing with clean water and soap. Our secure services facilities provide 24/7 access to healthcare services.

Our ICE Processing Centers typically have approximately double the number of healthcare staff, as compared to state correctional facilities. With respect to treating infectious diseases, most GEO Group facilities are equipped with Airborne Infection Isolation Rooms.

HEIGHTENED HEALTH AND SAFETY MEASURES TO ADDRESS COVID-19

As COVID-19 has spread across the U.S. and around the world, GEO Group's employees and facilities have also been impacted by the pandemic. We have implemented additional measures to ensure the health and safety of all those entrusted to our care and our employees, including the following:

- Issued guidance to all our facilities, consistent with the guidance issued for correctional and detention facilities by the [Centers for Disease Control and Prevention \(CDC\)](#).
- Updated our policies and procedures to include best practices for the prevention, assessment, and management of COVID-19.
- Provided educational guidance to our employees and individuals in our care on preventative measures to avoid the spread of COVID-19.
- Adjusted laundry and meal schedules.
- Increased the frequency of distribution of personal hygiene products and ensured the daily availability of soap or soap dispensers at each sink in all our facilities.
- Deployed specialized sanitation teams to sterilize high-contact areas of our facilities.
- Developed intensive schedules and procedures for cleaning and disinfecting facility spaces beyond normal cleaning activities.
- Procured additional cleaning equipment and sanitation products that are proven healthcare-grade disinfectants.
- Advised employees to remain home if they exhibit flu-like symptoms.
- Exercised flexible paid leave and Paid Time Off policies to allow for employees to remain home if they exhibit flu-like symptoms or to care for a family member.
- Engaged with our government agency partners to suspend non-essential visitation at our facilities.
- Employed additional measures during the intake and entry process at all facilities to include screening for COVID-19.
- Ordered and received swab kits for COVID-19 from a national supplier; enacted quarantine and testing policies at our secure services facilities for any employees



who may have come into contact with anyone testing positive for COVID-19.

- Worked closely with our government agency partners and local health officials at our secure services facilities to develop COVID-19 emergency plans and testing policies for those in our care.
- In March of 2020, we began procuring additional Personal Protective Equipment (PPE) and issuing it as clinically needed at facilities impacted by COVID-19.
- Beginning in April of 2020, we coordinated with our government agency partners to distribute Personal Protective Equipment (including facemasks to all staff, inmates, detainees, and residents as a precautionary measure) at all of our Federal Bureau of Prisons facilities, ICE Processing Centers, U.S. Marshals facilities, state correctional facilities, local correctional facilities and jails, residential reentry centers, and youth services residential facilities.
- We've continued to actively procure Personal Protective Equipment, including face masks, in order to be able to provide all inmates and detainees with a minimum of three face masks per week, or more often upon request.
- As a service provider, we have disclosed all information related to COVID-19 testing, cases, and fatalities to our federal, state, and local government partners, as well as state and local health officials, throughout the course of the pandemic.
- As of mid-September 2020, we had administered approximately 34,000 COVID-19 tests to those in our care by working with our government partners to increase testing capabilities at an increasing number of our secure services facilities.
- We have invested approximately \$2 million to acquire 45 Abbott Rapid COVID-19 ID NOW devices and testing kits to be deployed to our GEO Secure Services Facilities to test for COVID-19, as well as Influenza and Strep Throat.
- We have also installed Temporary Air Scrubbing Units at several of our secure facilities that provide multi-stage air filtration to reduce the spread of airborne bacteria and viruses; and we are in the process of deploying Bi-Polar Ionization Air Purification Systems at these facilities that also reduce the spread of airborne bacteria and viruses.

Along with implementing all of these measures, GEO Group is continuing to coordinate closely with our government agency partners and local health agencies to ensure the health and safety of all those in our care and our employees.

We are grateful for our frontline employees, who are making sacrifices daily to provide care for all those in our facilities, during this unprecedented global pandemic.

For further information on GEO Group's COVID-19 measures, visit: geogroup.com/COVID19

HUMAN RIGHTS & ESG REPORT

WORLD CLASS HEALTH CARE

The healthcare needs of the individuals in our care are often significant. Those needs can include acute or chronic healthcare conditions, and/or mental health issues, including despair, anxiety, depression, fear, thoughts of self-harm and suicidal ideation.

Healthcare staffing at GEO’s ICE processing centers is approximately double that of GEO’s state correctional facilities. The additional healthcare staffing is needed to provide appropriate treatment for individuals who have numerous health and mental health needs due to arriving from countries with limited healthcare services.

Although GEO is typically responsible for the healthcare at our facilities as an ancillary component of our general management contracts, we are sometimes not the direct provider of healthcare services. In some cases, our government agency partners determine who the healthcare provider will be.

According to statistics from the U.S. Department of Justice, the mortality rate in state correctional facilities averages 17 per 100,000 inmates. In the federal prison system, the average mortality rate is 10 per 100,000 inmates. By comparison, the mortality rate at ICE processing centers is significantly lower at less than one per 100,000 individuals.

GEO-provided healthcare services are under the oversight of the GEO Healthcare Division located in our Corporate Headquarters. The division is led by a Chief Medical Officer with four decades of experience in clinical medicine and is supported by 21 subject matter experts in correctional healthcare, dental services, mental health services, quality control, administration, off-site healthcare claims management, and clinical care support. The GEO Healthcare Division monitors clinical outcomes, special incidents, clinical encounters, outside patient care, medication management, updates to clinical guidelines, and staffing needs and vacancies.

For all facilities at which GEO provides health services, local oversight and support for healthcare is provided through one of GEO’s three Regional



Offices, located in Charlotte, North Carolina; San Antonio, Texas; and Los Angeles, California. Each Regional Office has a Regional Director of Health Services, and each Regional Director is supported by up to three Regional Managers of Health Services.

GEO strives to ensure that healthcare staff, including medical, nursing, dental, and mental health professionals, are available to provide care for everyone in our facilities. Through established staffing plans, these individuals fulfill their clinical and administrative responsibilities and work synergistically with our security staff to address any health situation that may arise.

GEO SECURE SERVICES 2019 MEDICAL STATISTICS

Intake Health Screenings	165,602
Physical Exams	108,346
Chronic Care Visits	98,988
Off-Site Consultations	21,641
Sick Calls	290,994
Dental Visits	88,347
Mental Health Visits	172,251

*The data presented above encompasses GEO Secure Services facilities where GEO and/or its subcontractor, Wellpath, manage medical services.

HUMAN RIGHTS & ESG REPORT

Our ICE Processing Centers typically have approximately double the number of healthcare staff, as compared to state correctional facilities.

Our security staff are also trained to manage an urgent/emergent health situation when healthcare staff may not be available, in accordance with GEO’s policies and well-defined procedures.

Initial screening for medical, mental health and dental care is to be completed as soon as possible after intake, and generally within 12 hours of reception at our facilities. Those who are identified as most seriously ill are then prioritized for immediate clinical evaluation.

Our goal is for full healthcare exams to be conducted by a qualified Physician, Nurse Practitioner, Physician Assistant or Registered Nurse

within 14-calendar days following admission. Based on the results of the full medical examination, diagnostic and therapeutic plans, for any identified conditions, are then developed clinically.

All individuals in our care have coordinated access to healthcare services. They are given the opportunity to submit oral or written healthcare requests at least daily. These requests are then picked up each day by healthcare staff and are reviewed and prioritized by qualified healthcare professionals.

All individuals in our care have the right to refuse or question the healthcare they are receiving through an established grievance process. This process is an important component of our Quality Improvement program.

Once a grievance has been submitted and reviewed, the issues raised are evaluated and immediate corrective action is taken if warranted. Face-to-face interviews are often recommended, so problems can be resolved effectively and promptly. The grievance process is carefully explained to all individuals in our care.

Suicide risk assessment and prevention is an important objective of GEO’s healthcare services. Our suicide prevention program is clearly defined in policies and procedures and serves to minimize the occurrence of a suicide by reducing risk and self-destructive individual behaviors.

We take our responsibility to provide prompt and comprehensive health and mental health care to everyone in our care seriously as evidenced by the policies, practices and professional guidelines we follow in our facilities, including independent standards set by the American Correctional Association, the National Commission on Correctional Health Care, and the Joint Commission.

GEO Physician at Broward Transitional Center



National Commission on Correctional Health Care (NCCHC)



The Joint Commission (TJC)



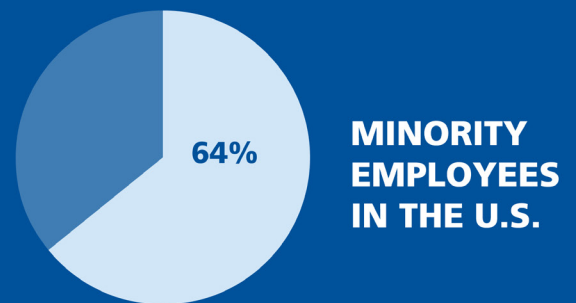
DIVERSIFIED EMPLOYER

GEO is an equal opportunity employer focused on the rich diversity of our workforce with zero tolerance for all forms of workplace discrimination and sexual harassment. We are proud to have a highly diverse workforce that brings together wide range of talent and knowledge from various backgrounds and cultures.

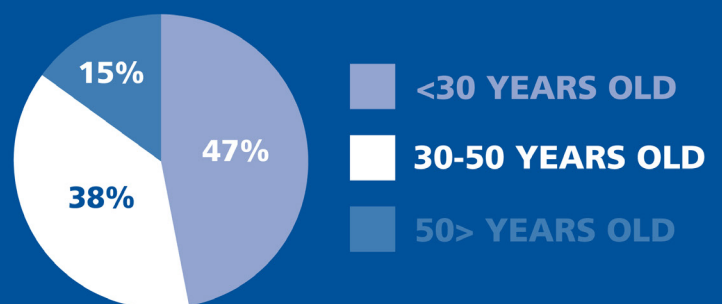
Today, women comprise an equal portion of GEO’s U.S. workforce and play a significant role in our leadership and management. Of GEO’s 18,837 U.S. employees, 51% are female. Women account for 56% of our corporate employees, 41% of our facility security staff, and 34% of those serving in management positions as directors and above. We also continue to recruit women to our workforce, with women comprising 56% of GEO’s new hires in 2019.

GEO also strives to achieve wider racial and ethnic diversity. In 2019, two of our board seats were held by members of minority communities. Across our organization, under-represented minorities of the United States of America – including African Americans, Hispanic and Latino, Asian, Pacific Islander, Native Hawaiian and Native American/Alaskan – currently account for 64% of our U.S. employees.

GEO’S WORKFORCE STATISTICS:



NEW HIRE EMPLOYEE AGES



HUMAN RIGHTS & ESG REPORT

EMPLOYEE DIVERSITY

U.S. Based Employees	2019	2018	2017
Total of all GEO U.S. Employees	18,837	18,427	18,044
% of all U.S. Employees - Women	51%	50%	49%
% of all U.S. Employees - Minorities*	64%	63%	60%
% of Board of Directors - Women	25%	33%	33%
% of Board of Directors - Minorities	25%	33%	33%
% of Management Positions - Directors or Above - Women	34%	31%	27%
% of Management Positions - Directors or Above - Minorities	29%	28%	28%
% of Corporate Employees - Women	56%	58%	57%
% of Corporate Employees - Minorities	42%	38%	38%
% of All GEO Security Staff-U.S. (includes Transportation) - Women	41%	41%	39%
% of All GEO Security Staff-U.S. (includes Transportation) - Minorities	70%	68%	66%
% of all U.S. Employees - Veterans	11%	10%	10%

NEW HIRES

% of New Hires - Under Age of 30	47%	37%	38%
% of New Hires - Age 30-50	38%	49%	48%
% of New Hires - Over Age 50	15%	14%	14%
% of New Hires - Women	56%	53%	52%

EMPLOYEE TRAINING AND DEVELOPMENT

GEO has a robust training program for staff at all levels of the organization. Our training of managerial, administrative, and security staff is based on the standards set by the American Correctional Association.

The training requires a minimum of 120 hours of training within the staff member's first year of employment and 40 additional hours of recurring training on an annual basis. Training includes classroom learning, practical exercises, course examinations, and on-the-job training. GEO's corporate policy also mandates that every new employee receive orientation training prior to undertaking any assignments.



[*] Includes Hispanic/Latino, Black/African American, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, Asian, and two or more races.



The GEO Group, Inc. ®

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