



BEYOND FEAR

Thinking Sensibly About Security in An
Uncertain World



FEARLESS (SMC-PRIVATE) LTD
Comprehensive Security Solutions





Chairman's Message

Welcome to *Fearless* (SMC-Private) Ltd., a Security Services Company set up to provide reliable and customized solutions to our customers. The changing dynamics of Pakistan's cultural and social landscape requires a proactive and dynamic approach to meet customer's needs. We aim to meet the existing challenges by providing quality products and services designed to meet the contemporary security requirements of our highly valued customers.

Our zeal, experience and commitment towards providing the finest security solutions have helped create sustainable relationships with our customers. We have adopted stringent hiring criteria, emphasizing a high level of training for the selected guards. The guards are categorized to meet various demands of our customers. Quality reigns supreme at *Fearless*; qualified and trained security professionals, tested and proven technology, a well organized Support and Maintenance team and the implementation of ISO 9001:2008 in the Company has enhanced strong confidence of our customers in *Fearless* as a leading security provider.

I believe that the repose of our customers will lead to the success of *Fearless* SMC. *Fearless* is dedicated to provide peace of mind and an intrepid sense of absolute security.

Sincerely,

SYED HASSAN HAMID
Chairman



OUR COMPANY

Management

The management is a mixture of experience from both private sector and the armed forces. We take pride in the fact that some of the finest officers having experience of serving in the armed forces are working with us. A few of our Managers have gained valuable experience during their tenure with security companies established in other countries. Such experts bring a certain professional culture based around discipline, dedication and willingness to perform in a challenging environment.

Licenses

Fearless (SMC-Private) Ltd. was established in 2005. The Company has valid licenses to provide security services in Islamabad Capital Territory, Punjab, Sindh, NWFP and Baluchistan. We also have the permission from Pakistan Telecom Authority and Ministry of Interior to operate VHF Hand held and Mobile Wireless sets. The Company is also authorized by Pakistan Banking Association to provide relevant services in the Banking sector.

The head office of the Company is located in Islamabad with regional offices at Karachi and Lahore. The Company is operational in 18 different cities of Pakistan.



Quality Statement

We aim to achieve Excellence at *Fearless*. Excellence means the best people, comprehensive learning and close management.

Fearless takes an intelligent approach to security services by maintaining the highest standards in the industry. We exceed client expectations because we employ the best people, use cutting edge learning and development systems, and stress partnership-minded management.

Implementation of ISO 9001:2008

At *Fearless*, we say what we do, do what we say and document it. 100 percent of our quality management system is being registered to the ISO 9001:2008 quality management standard.

ISO 9001:2008 is the gold standard for quality management systems and has been adopted by more than 150 nations as their national quality standard. Our clients can rest assured that they will receive the same high level of service excellence regardless of their location.



Recruitment

At *Fearless* we strongly believe that the strength of the organization lies in our human capital. Hence, there is a stringent hiring criteria in place aimed at selecting the best possible personnel. Keeping in view the sensitivity and specialized nature of the job we have a distinct preference for personnel with an Armed Forces background. This preference, however, does not deter us from recruiting civilians with suitable aptitude and commitment. *Fearless* being an equal opportunity employer is proud to pioneer the induction of women on its security workforce.

To be eligible for recruitment all individuals must be medical category A and free from chronic communicable diseases. Certification from any of our panel medics is mandatory.

After assessing suitability through basic numeracy and literacy tests, individuals are put through a psychological assessment designed at identifying extreme biases vis a vis current security threats. Emotional stability, sociability and responsibility factors of the personality profile are also paid particular attention to.

In phase II of the recruitment process the individual's aptitude for security duties is assessed through a series of mockups followed by physical endurance test.

The recruitment process culminates with:

- 10 Years employment history/character reference check.
- Concerned police station and Special Branch verification.
- CNIC verification from NADRA

We at *Fearless* believe that the stringent recruitment regime is worth every bit of the effort, as it ensures honest, capable and loyal employees. Because of our vigilant standards the personnel that we place at the customer's facility are both efficient and effective.



Compensation & Benefits

With an aim to retain the best personnel available in the industry, we have implemented an aggressive compensation policy at *Fearless*. Employees are eligible for pension after seven years of service. Free medical facility is provided to all guards employed by the company. Moreover guards are insured against any accident or casualty. Accommodation, subsidized messing and free transportation is provided to all the guards working for us. We value performance, education and personal integrity while considering promotions and salary increments.

Training

Comprehensive and realistic training of individuals for various security cadres forms the cornerstone of our operations. Being both interactive and 'hands on' it is being imparted in line with the latest notification issued by the Government of Pakistan. Prepared by industry experts, our syllabi aims at maintaining the highest standards of quality for the various services being offered. Firing practices are regularly carried out at Police Lines firing range, Islamabad. Security knowledge is regularly brushed up through a series of refresher courses at our own training camp every quarter.





THE FEARLESS MAN IS HONEST AND COMMITTED

Security Officers

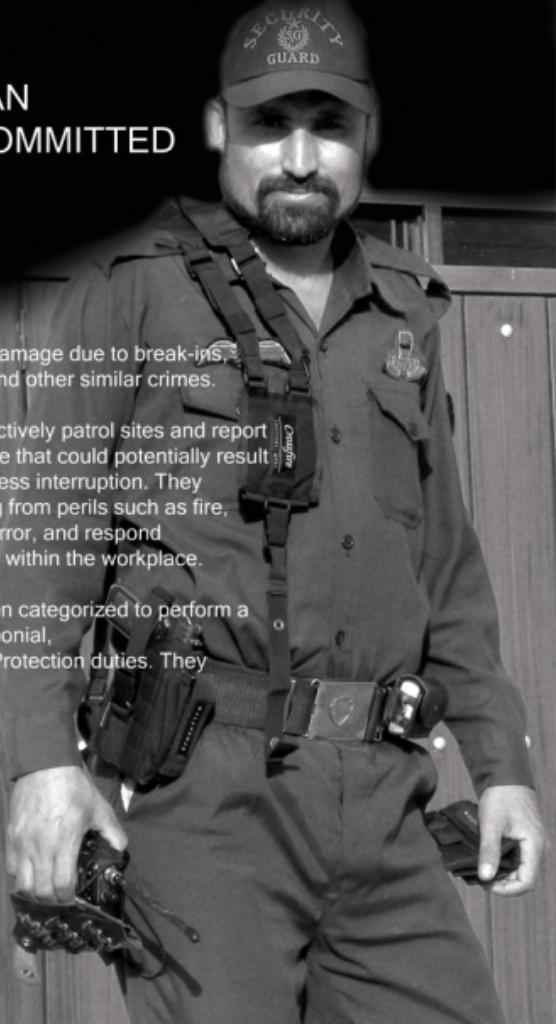
Fearless provides security officers who can fulfill a range of roles and responsibilities.

Our security officers reliably deter damage due to break-ins, thefts, arson, vandalism, violence and other similar crimes.

Officers control access points, proactively patrol sites and report any incident, accident, or occurrence that could potentially result in injury, property damage, or business interruption. They minimize accidental losses resulting from perils such as fire, explosion, windstorm, and human error, and respond appropriately to incidents that occur within the workplace.

Fearless Security Officers have been categorized to perform a variety of functions including Ceremonial, Surveillance, Office work or Close Protection duties. They perform a variety of roles including:

- Reception security
- Mail screening and distribution
- Trained security chauffeurs
- Mobile patrol
- Access point monitoring
- Fire safety
- Site surveillance
- Emergency response



Security Services

True security is characterized by incident reduction and appropriate response to unavoidable events. Our elite force of officers extends reliable, effective, and courteous protection across a variety of client industries, including:

- Manufacturing
- Corporate headquarters and campuses
- Commercial
- High-rise office buildings
- Distribution
- Healthcare
- Research and Development
- High Tech
- Clean Rooms
- Financial Institutions
- Petrochemical
- Utilities
- Water treatment facilities
- Education

We carefully assess each client's unique security requirements, ensuring that skilled professionals are matched most appropriately to specific roles and responsibilities.





TACTICAL GEAR

Whether referred to as Tactical Gear, PLCE (Personnel Load Carrying Equipment) or simply Web Equipment, Fearless has it all. This specialized form of hard core Webbing Equipment enhances the operator's / user's capability to perform in various kinds of tactics and operations.

It can be used very effectively in various trainings and operations where the rough use of any kind of equipment is very much expected. A necessity for any kind of Under-Training Troops, Special Forces, Infantry Units, Anti-terrorist Units and other Specialized Security Agencies.

The gear is robust in design, light in weight, better in configuration and made of good quality raw materials. At the same time it is ergonomic and simple to use, integrated and modular as well.

The basic principle for designing any kind of Tactical Gear is to take full advantage of all the available surface area of the user's body. The concept which is time tested in this regard is of PALS (Pouch Attachment Ladder System) thus making the gear Modular or M.O.L.L.E (Modular Light-weight Load-Carrying Equipment).

Fira Clothing Co. started off in 2002 with a brand named "Crossfire" and is our strategic partner for indigenously produced Tactical Gear.

Clients:

Pak Army, HQ SSG, Special Operations School, SSG
SSG (N) Pak Navy, Navy SEALS.
Maritime Security Agency (MSA), Pakistan Air Force, Special Service Wing of PAF.
President's Security Staff and Mobilink (Pakistan).



Our Product Line:

A.I.I.C.E (All Individual Load Carrying Equipment) • Combat Field Back Pack. • Field Back Packs. • Various Patrolling Back Packs. • Special Operations Jumpable Back Packs. • Day Packs. • Hydration Systems. • M.O.L.L.E LBEVs (Modular Load bearing Equipment Vests). • M.O.L.L.E Pouches. • Non Modular LBEVs. • Tactical Vests. • Load Bearing Suspenders Chest Rigs and Bandoliers. • Holsters – Regular, Concealed and Tactical. • Tactical Drop Leg Holsters and Thigh Rigs. • Cheek Pads. • Sniper's Field Mat. • Field Mattresses. • Gloves – Flyer's, Assault, Rappelling. • Gun Slings – Tactical and Non-Tactical • Field Gear Bags. • Duffle Bags and Traveling Aids. • Flyer's Helmet Bags, Duty Belts. • Fanny / Bum Packs, Lumber Packs. • Satchels. • Money Belts. • Multiple Utility Pouches. • Rain Coats and Ponchos. • Headgear – Head Hoods, P-Caps and Bonnie Hats. • BDUs and Apparels.



SPECIALIZED SECURITY SERVICES



Executive Protection

A sound executive protection program is critical within today's business and economic environment. Targeted violence, kidnapping for ransom and random criminal acts are more commonplace than ever; Officer in charge of the Executive Security must have effective systems to counter these risks.

Fearless offers protective services to executives, their homes and families. We design and coordinate security programs for executives in the workplace, while in transit, when traveling, and at their residences. We can also deploy teams to cover daily routines or to threatening situations and special events—anywhere in the country.

Close Protection

The main principal emphasis of Close Protection is a professional low profile demeanor that attracts minimum attention to the principal and the team in a

"low and medium" threat environment. It provides armed protection to the principal against any harm whether intentional or un-intentional. Medical assistance is also provided as required. Our team of anti-terrorist trained ex-Special Services Group (SSG) officers and other ranks are trained to perform a variety of close protection roles, either as part of a team or individually.



Risk Assessment Service

The security experts in *Fearless* Risk Assessment Division conduct a comprehensive review of a facility's physical characteristics and its security requirements. This experienced team prepares a detailed facility survey document for our clients encompassing:

- Evaluation of existing security arrangements
- Identification of security risks
- Identification of management responsibilities
- Specific recommendations for practical, cost-efficient changes

Fearless provides an unbiased assessment of available security hardware and software systems, as we can advise on every type of systems. We render advice on all types of systems.

Following a survey, *Fearless* specialists prepare a detailed, customized manual for a company's security organization, complete with methods, standards and procedures. This security manual addresses existing security problems, offering suggestions for workable and cost-effective procedures. It also serves as a planning guide for future enhancements in the security program, ensuring effective processes that are consistent within a given company's unique needs.





ADVANCED SECURITY SOLUTIONS

Fearless provides innovative, technology-based solutions for security problems in residences, commercial areas and government buildings. Our cutting edge technology oriented security solutions are easy to deploy, operate and maintain, as well as cost effective. Our security technicians have an edge with verified solutions that include automated proactive surveillance, monitoring and tracking with alert and reactive capabilities.

Access Control Systems

A reliable Access Control System is a common requirement for today's enterprise. We have solutions ranging from card-based access to biometric authentication. Our solutions can be deployed for various applications including, but not limited to, parking systems, secure access corridors, building access control, monitoring and tracking systems.



Monitoring and Surveillance Systems

We proudly offer surveillance solutions that have undergone deployment over a citywide scale. The applications are designed for situations that require pinpoint accuracy and for that we rely on biometric identification products that range anywhere from a simple fingerprint impression to a complex 3D facial recognition system. For round the clock surveillance night vision cameras are preferential.



Integrated Residential Security

Fearless provides integrated residential security products designed beyond basic security. A Quick Response force backs up the Alarms systems. The alarms are monitored in our Control Room on 24/7/365 basis.

In case of an incident, the Control Room Operator is able to mobilize the right resources immediately.

Alarms, panic buttons, IR sensors, video surveillance, smoke detectors, video door phone entry systems are some of the products are deployed at your residence to provide you absolute security.



High-level Detection and Scanning Systems

Fearless offers detection and scanning systems that can help detect Improvised Explosive Devices (IED). Our solutions are easy to deploy and mainly comprise of technologies that present entities under surveillance, such as vehicle, carry cases, personnel etc, in the form of an x-ray extract. This enables the system to immediately recognize the scale of threat and execute the already programmed counter measures which may range anywhere from a simple SMS alert to complex automated reactive protocols.



Our Product Line:

Facial Recognition Systems (Biometric) • Traffic Barriers • Rising Step Barriers • Pedestrian Barriers • Pedestrian Pivots • Thumbprint Impression Systems (Biometric) • Day/Night Surveillance Cameras • Automatic Number Plate Readers • Under Vehicle Scanners (Foreign Object Detection) • Intelligent Active Infrared Transceivers • Onboard Units • Touch & Go Systems • Video Surveillance / Monitoring Systems • Tracking Systems • X-Ray Portals for Vehicles / Personnel (Explosives / Fire Arms / Foreign Objects) • Security Clearance Systems • Law Enforcement Solutions

Comprehensive Security Solutions





INFORMATION SECURITY AUDITING - PREVENTING COMPUTER CRIME



To stay ahead of any security breach, Security Auditing is a de facto standard in the arena of Information Systems. Our Information Security Auditing experts visit the clients' premises to audit the security posture against the best practices and procedures adopted by the Information Security industry. We produce "Security Baseline" documents to enhance the Information Security Management programs.

Security Auditing lets organizations produce a comparison of its existing security state with its required security state by the Information Security policy or recommended by national or international standard.

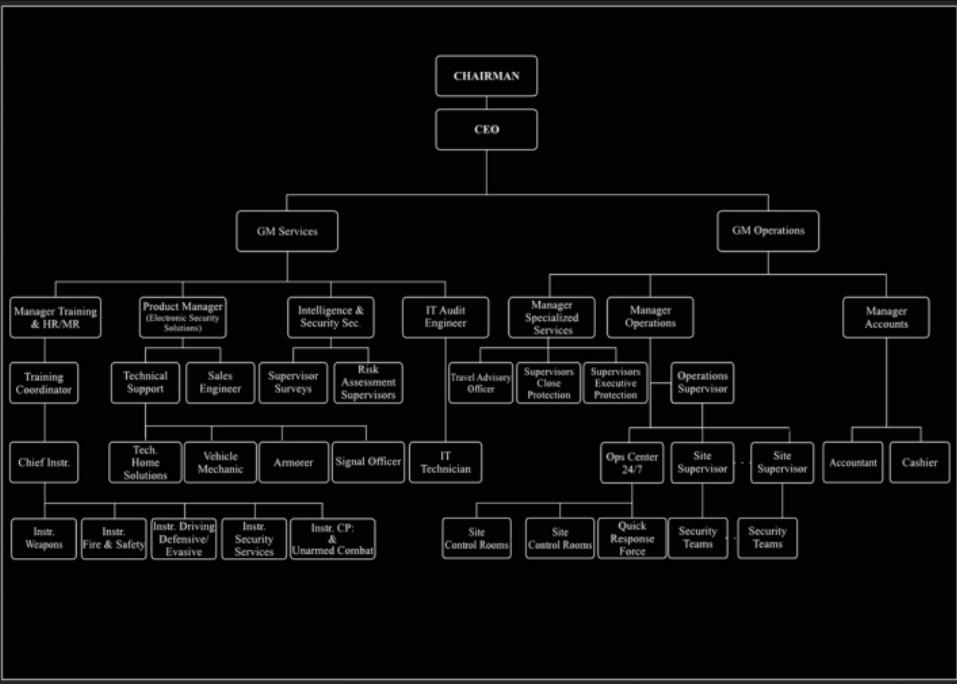
Following are some of the auditing services offered by us:

- Application Server Auditing
- Database Server Auditing
- Disaster Recovery Auditing
- Exchange Server Auditing
- File Server Auditing
- Firewall Auditing
- Remote Access Auditing
- Router Auditing
- IDS / IPS Auditing
- VPN Auditing

Key Benefits

- We make sure that the top management has a clear understanding of the system and network, and are aware of the fact their employees are taking due care to secure the system and network according to the company's policies and procedures.
- We also ensure that the technical backbone of the organization is able to find any shortcomings during the security measurements survey.
- Organizations will have peace of mind that their information systems are secure.





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