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CREATIVA PROTECTIVE SECURITY UNIT – MANDATE DOCUMENT

*THE FOUNDATIONAL DIRECTIVE DEFINING PURPOSE, AUTHORITY, AND
LONG-HORIZON INTENT FOR THE CREATIVA CENTER UNIVERSE.*

CREATED BY

EUSL AB

Care to Change the World



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CREATIVA PROTECTIVE SECURITY UNIT – MANDATE DOCUMENT

*Institutional Mandate and Governance Charter
Internal, Non-Commercial Protective Service of the Creativa Center Universe*

INTRODUCTION

The Creativa Protective Security Unit is established as an internal, non-commercial protective service designed to safeguard the people, assets, operations, and institutional integrity of the Creativa Center Universe (CCU). Its mandate is purely protective and strategic: it does not operate as a licensed commercial guarding entity, does not engage in revenue-generating activities, and does not undertake any function reserved for state authorities. Instead, it constitutes the internal defensive architecture of CCU, ensuring that senior leadership, staff, youth residents, operational properties, mission-critical assets, and international engagements can function safely, predictably, and consistently within lawful parameters.

The Unit is founded on the principles of legality, proportionality, transparency, and ethical governance. It is intentionally structural rather than operationally expansive, preserving a clear boundary between internal protective responsibilities and commercial security functions carried out by Creativa Security Consulting AB. This separation ensures compliance with Swedish law, reduces liability exposure, and reinforces institutional trust with public authorities and partner governments.

The Unit's institutional philosophy is grounded in prevention, foresight, and disciplined risk management. It operates across multiple environments—physical, digital, organisational, and international—while maintaining strict adherence to domestic legal frameworks, EU standards, and host-country laws in regions where Creativa conducts development missions or operates high-value assets such as ECHO modules. The Unit coordinates closely with the licensed commercial subsidiary where necessary, but operates independently in terms of mandate, authority, and governance.

The purpose of this Mandate Document is to define the internal structure, legal boundaries, functional responsibilities, authority lines, operational standards, and international doctrine governing the Unit. Upon approval by Creativa Center AB, it becomes binding on all internal entities and personnel.

CHAPTER 1 — PURPOSE AND SCOPE

The purpose of the Creativa Protective Security Unit is to provide a structured, lawful, and internal protective capability that supports CCU's leadership, staff, programs, assets, and mission-critical operations. Its scope encompasses risk identification, safeguarding oversight, executive protection, crisis preparedness, internal investigations, and the coordination of safe travel and operational movements across Sweden, the EU, and selected international environments.

The Unit operates solely within the internal hierarchy of Creativa Center AB and its affiliated entities. It is not a public-facing entity, does not advertise services, and does not engage in external contracts. Its activities are confined to internal protection, strategic analysis, and organisational resilience.

The Unit manages a defined set of risks central to CCU's operating reality. These include threats to senior leadership; safeguarding and welfare risks impacting youth residents and trainees within EUOS facilities; physical risks to staff during domestic or international travel; risks to high-value infrastructure



such as ECHO modules; reputational risks associated with governance failures; political, logistical, and criminal risks in African operational corridors; and risks arising from data sensitivity and the handling of personal information.

The Unit's scope explicitly excludes armed operations, private law enforcement functions, and any activity prohibited under Swedish law, EU directives, or host-country regulations. It does not carry weapons, does not contract armed personnel internally, and does not interfere with the role of police or emergency services. In foreign jurisdictions where armed protection is lawful and necessary, the Unit coordinates—but does not execute—armed components delivered exclusively by vetted, licensed local providers.

Through this defined purpose and scope, the Unit serves as a foundational protective layer that enables CCU to execute its multi-continental mission without compromising legality, ethics, or institutional responsibility.

CHAPTER 2 — LEGAL AND REGULATORY PARAMETERS

The Unit operates within a comprehensive legal and regulatory framework that defines and limits its mandate. Because it is a non-commercial internal entity, it is not subject to the Swedish Act on Private Security Companies (*Lagen om bevakningsföretag*), provided it does not conduct licensed guarding activities or hold itself out as providing such services. Its work must therefore remain strictly within the boundaries of permissible internal protective functions under Swedish law.

In Sweden, private individuals and organisations are permitted to take reasonable steps to protect their employees, leadership, and premises, provided these steps do not constitute licensed guarding or breach the limitations on force, surveillance, or detention imposed by the Criminal Code, the Police Act, and the Surveillance Camera Act. The Unit must respect these distinctions in every operational decision. It may conduct internal risk assessments, provide personal movement planning, and coordinate unarmed protective accompaniment. It may not detain individuals except under the narrow conditions permitted to private persons, and it must always escalate imminent threats to public authorities.

Within the European Union, operational boundaries are shaped by data protection law, workplace regulations, and national laws governing private security and safeguarding. The Unit must adhere to the General Data Protection Regulation (GDPR) in all handling of security-relevant data, particularly when managing executive travel information, sensitive safeguarding reports, or incident logs involving minors. Surveillance carried out by any Creativa entity must be lawful, proportionate, documented, and justified by legitimate interest assessments and data protection impact assessments where required.

Internationally, and particularly within African jurisdictions, the Unit must comply strictly with host-country laws regarding protective services, movement coordination, and partnership with local security providers. Many jurisdictions prohibit foreign entities from providing armed protection or acting in a manner resembling military or policing activity. The Unit therefore plays a coordinating rather than operational role abroad, ensuring that movements and asset deployments are legally supported by licensed local actors while maintaining internal oversight, due diligence, and communications continuity.

The Unit is expressly prohibited from engaging in intelligence collection activities that exceed the permissible bounds of corporate security under Swedish and EU law. It may gather information related



to risk, crime trends, logistics, and environmental threats, but may not conduct covert operations, intrusive surveillance, or any activity that could be construed as intelligence-service behaviour.

By adhering to these legal and regulatory parameters, the Unit preserves its legitimacy, protects Creativa Center AB from liability, and ensures that every protective action remains aligned with domestic and international law.

CHAPTER 3 — FUNCTIONAL RESPONSIBILITIES

The Unit carries out a defined set of functional responsibilities essential to the safety, continuity, and governance of the Creativa Center Universe. These responsibilities form the operational backbone of CCU's internal protective architecture and are executed with strict adherence to legal norms, proportionality, and the safeguarding principles governing environments with young residents.

Executive protection is a central function. It is unarmed, lawful, and conducted through risk-based planning, route assessment, timing controls, situational awareness, liaison with public authorities, and discreet protective presence. The objective is preventive safety rather than confrontation. Armoured transport may be deployed where justified by risk analysis, but always without armed accompaniment by Unit personnel.

Safeguarding oversight forms another critical responsibility. The Unit works alongside designated safeguarding officers within EUOS facilities to ensure that physical environments are safe, access points are controlled, risks are documented, and early-warning indicators of harm or exploitation are identified. The Unit does not engage in disciplinary, pedagogical, or therapeutic functions, but ensures that safeguarding risks are escalated through proper channels.

Risk assessment and risk intelligence functions support every domain of CCU's operations. The Unit monitors political developments, criminal patterns, infrastructure conditions, and emerging threats in Sweden, the EU, and African regions where CCU is active. These assessments guide executive movements, ECHO deployments, site selection, partner vetting, and operational planning.

Travel security coordination ensures the safe movement of leadership and staff. This includes itinerary review, accommodation vetting, airport and ground transit planning, identification of safe-havens, and cross-border legal alignment. In high-risk jurisdictions, movements rely on licensed local partners for any armed components.

Crisis coordination is an essential responsibility linking the Unit to Creativa Center's broader resilience architecture. The Unit maintains activation protocols for emergencies, including medical incidents, hostile events, safeguarding crises, infrastructure failure, and international disruptions. During crises, the Unit serves as the central internal coordination node.

Internal investigations may be conducted within lawful boundaries to examine security incidents, breaches, safeguarding concerns, or conduct issues relevant to protective environments. These investigations are fact-finding in nature and do not replace law enforcement processes.

Liaison with public authorities ensures cooperative relationships with police, emergency services, airport authorities, municipal authorities, and foreign diplomatic or security actors where appropriate. These relationships support lawful operations, rapid escalation, and shared situational awareness.



Through these responsibilities, the Unit safeguards the continuity of CCU operations across regions and ensures that protective activities remain internally coherent, legally grounded, and strategically aligned with Creativa’s institutional mission.

CHAPTER 4 — AUTHORITY AND GOVERNANCE

The Creativa Protective Security Unit derives its authority from the governance mandate of Creativa Center AB and operates as an internal, non-commercial function under the oversight of Creativa Center’s designated executive leadership. Its authority is limited to protective and resilience-related activities as set forth in this Mandate Document and does not extend to licensed commercial guarding, law enforcement functions, or any activity reserved by statute to the public authorities.

The Unit’s governance model is structured to ensure legality, accountability, and proportionality in all actions. It is overseen by a designated senior executive of Creativa Center AB who assumes responsibility for the Unit’s strategic direction, lawfulness, and ethical compliance. The Unit maintains a direct reporting line to this executive and provides regular briefings to the relevant governance bodies in Creativa Center, including risk, compliance, and safeguarding forums. In matters involving significant risk, foreign operations, youth environments, or reputational exposure, the Unit escalates promptly according to pre-defined thresholds, seeking direction where necessary and documenting all material decisions.

Operational independence is balanced with institutional restraint. The Unit has authority to issue internal protective directives to Creativa entities where necessary to protect life, safeguard youth environments, preserve evidence, harden sites, or prevent foreseeable harm. Such directives must be law-compliant, proportionate, and time-limited, and they must respect the distinct legal and operational competence of Creativa Security Consulting AB, which is the licensed commercial provider. Where a protective directive impacts licensed guarding operations, the Unit coordinates with the licensed subsidiary through an established interface to ensure that the subsidiary’s legal responsibilities are neither overridden nor compromised.

The Unit’s governance includes an internal assurance mechanism to monitor compliance with this Mandate, applicable law, data-protection standards, and safeguarding expectations. This function reviews decisions with significant risk implications, audits incident documentation quality, validates the necessity and proportionality of protective measures, and confirms that the Unit refrains from activities that would enter licensed commercial territory or state-reserved domains. It also verifies that information sharing with the licensed subsidiary is limited to legitimate protective purposes, minimised to what is necessary, and compliant with data-protection obligations.

The Unit is authorised to liaise with public authorities, including police, emergency services, airport and port authorities, and relevant regulatory bodies, for the sole purpose of ensuring lawful and effective protective outcomes. Such liaison is coordinated through defined points of contact and is recorded in a manner suitable for audit and post-incident review. The Unit does not represent itself as a law-enforcement body, does not claim public authority, and maintains a civilian posture at all times.

Governance of the Unit follows the Creativa Center Universe’s overarching doctrine of ethical conduct, transparency within lawful bounds, and duty-of-care to those under Creativa’s protection. The Unit is expected to model restraint, neutrality, and human dignity in all engagements, whether domestic or international, and to reflect the institutional gravitas of Creativa Center in its decisions and interactions.



CHAPTER 5 — OPERATIONAL STANDARDS

The Creativa Protective Security Unit operates on the basis of clear, auditable standards that elevate legality, safety, and ethical conduct above operational expediency. These standards translate the Unit’s mandate into daily practice and ensure that protective activities remain civilian, proportionate, and consistent with safeguarding and data-protection obligations.

Training standards ensure that all Unit personnel possess the knowledge, judgement, and conduct required for internal protective functions. Training emphasises lawful intervention limits, de-escalation methods, safeguarding awareness for youth environments, incident documentation, confidentiality, and data-protection principles. Personnel assigned to executive movement planning, international coordination, or safeguarding-sensitive spaces receive enhanced instruction reflecting the legal and ethical thresholds specific to those environments. Training content is kept current through periodic refreshers and post-incident lessons learned.

Operational protocols define how the Unit plans and conducts risk assessments, pre-movement reviews, site hardening recommendations, and crisis activation. Risk assessments are documented, tailored to the environment and principal, and contain defensible recommendations proportionate to the threat. Where protective measures intersect with licensed guarding (for example, at EUOS properties), the Unit’s protocols require coordination with the licensed subsidiary to ensure that implementation remains within statutory boundaries.

Communications standards require secure, documented channels for protective coordination, escalation, and crisis management. Sensitive information is disseminated strictly on a need-to-know basis, with appropriate classification and retention controls. Redundancy is maintained for critical communications to preserve continuity during incidents or disruptions. Communications with public authorities are respectful, precise, and recorded for post-incident review.

Intelligence handling is limited to lawful corporate-security activities. Information gathered for protective purposes must be necessary, proportionate, and relevant to identified risks. The Unit does not conduct covert operations and does not exceed the permissible scope of corporate security under Swedish and EU law. All processing of personal data complies with applicable data-protection regulations, including purpose limitation, minimisation, accuracy, storage limitation, integrity, and confidentiality.

Incident reporting standards ensure that events—ranging from minor disturbances to significant crises—are documented contemporaneously, factually, and without conjecture. Reports identify the nature of the incident, actions taken, escalation steps, and outcomes, and they are retained according to approved schedules. In safeguarding contexts, reports follow the relevant legal thresholds for disclosure to designated safeguarding officers and, where mandated, to public authorities. Post-incident reviews are used to refine training and protocols.

The Unit’s standards further require respectful conduct toward residents, staff, visitors, partners, and local communities. Protective presence is discreet and designed to preserve normality while reducing risk. The Unit avoids actions likely to escalate tensions or to create the impression of quasi-policing. Where possible, the Unit pursues preventive measures—environmental design, timing adjustments, route selection, and community liaison—before risk rises to a level requiring protective intervention.



These operational standards recognise that the legitimacy of the Unit does not derive from force or compulsion but from compliance, professionalism, prudence, and the consistent protection of dignity and rights in every protective action.

CHAPTER 6 — INTERNATIONAL OPERATIONS FRAMEWORK

International operations demand a doctrine that is legally rigorous, ethically consistent, and practically adaptable to diverse and sometimes fragile environments. The Creativa Protective Security Unit therefore operates internationally under a framework that prioritises host-country legal compliance, the use of licensed local partners for any armed functions, and disciplined control over planning, routing, and communications.

All international movements and protective activities begin with a country-specific risk assessment and legal review. The Unit prepares and maintains country dossiers for priority jurisdictions, identifying legal constraints on private protective activity, the status of licensed local providers, airport and port vulnerabilities, road-movement risks, medical evacuation resources, and the political and social context relevant to protective decisions. These dossiers are living documents subject to periodic review and immediate update upon material changes in the threat environment.

Where armed protection is lawfully required and justified by risk assessment, the Unit does not deploy armed personnel. Instead, it engages vetted, licensed local security providers or requests state-provided escorts in accordance with host-country law. Contracts or memoranda of understanding define scope, reporting, conduct standards, incident thresholds, and termination rights, and they include assurances regarding licensing status, insurance, and human-rights posture. The Unit exercises oversight of planning and conduct within the lawful limits of a civilian protective role, retaining control over route selection, timing, communications plans, safe-haven identification, and emergency triggers.

ECHO deployments and other high-value asset movements are conducted under a layered protection model. The Unit defines custody chains, tamper-evident controls, storage standards, convoy discipline, and escalation procedures for deviations or interference. Handovers at airports and ports are documented, with liaison to authorities and ground partners to minimise risk windows. Upon arrival, site hardening recommendations are implemented in a manner sensitive to local law, community relations, and operational practicality.

The Unit's doctrine mandates political neutrality and respect for local sovereignty. Personnel maintain a civilian posture, avoid involvement in domestic disputes, and escalate threats to the appropriate local authorities. Cultural and legal sensitivities are observed, and actions are evaluated for potential reputational impact on Creativa Center and its partners. Where conditions deteriorate beyond acceptable thresholds, the Unit recommends postponement, rerouting, or evacuation.

Crisis planning is integral to international operations. Every movement incorporates contingency routes, rally points, communications fallbacks, medical support options, and clear criteria for abort, delay, or extraction. The Unit aligns its international crisis activation with Creativa's broader crisis management structures, ensuring chain-of-command clarity and timely notification to leadership. Post-operation reviews capture lessons learned to refine future country dossiers and protective doctrine.

Through this international framework, the Unit provides lawful, ethical, and resilient protective coordination abroad while preserving strict boundaries between civilian protective security and any form of militarised or state-reserved activity.



CLOSING PROVISIONS

This Mandate Document constitutes the binding authority and governance charter of the Creativa Protective Security Unit upon approval by Creativa Center AB. It supersedes any prior internal guidance inconsistent with its terms. The Mandate is to be read in harmony with applicable law, Creativa Center governance policies, safeguarding frameworks, and data-protection obligations.

Amendments may be proposed by the Unit's designated executive or by Creativa Center governance bodies and shall take effect only upon formal approval. The Mandate shall be reviewed at least annually, or sooner if material legal or operational changes occur, to ensure continued compliance and institutional relevance.

All Unit personnel and any Creativa personnel acting under the Unit's direction are required to acknowledge in writing their understanding of this Mandate. Non-compliance is subject to corrective action consistent with employment law and Creativa Center's disciplinary procedures. The Unit maintains records of acknowledgements, training completions, incident reports, decisions at escalation thresholds, and communications with public authorities, with retention periods aligned to legal requirements and internal policy.

Confidentiality applies to all protective information, subject to lawful disclosure obligations. Whistleblowing and just-culture principles are preserved: concerns about legality, safety, safeguarding, or ethical compliance may be raised without retribution through designated channels, and such reports shall be investigated impartially.

Nothing in this Mandate authorises the Unit to engage in licensed commercial guarding, armed activity, intelligence operations, or any function reserved by law to public authorities. The Unit's role is civilian, preventive, and protective. It exists to safeguard people, property, and institutional integrity within a lawful, ethical, and dignified framework that reflects the values and responsibilities of the Creativa Center Universe.