



Abductions, Kidnappings and Piracy

The Risks, Prevention and Response



**Harvesting knowledge for
insight, influence & opportunity**





Abductions, Kidnapping and Piracy – Is it for real?

We sometimes see sensationalised media reports or documentaries, as employers we may often consider the threats, or our security teams may even have a policy or plan, or perhaps we rely on our insurance.

But is it all real? Is kidnapping and piracy really a risk and how straightforward is prevention and management?

The risks are high and they are increasing dramatically in many regions. Thousands of Kidnappings for Ransom (K&R) incidents by organised criminal gangs, militia or terror groups occurred in 2013, and 2014 looks to date to be even worse. Many of these incidents involve business people, aid agency staff and journalists travelling or operating within not just hostile regions, but more benign places. India, Pakistan, Africa, South East Asia, South America and the Middle East are just a few. Listing just the higher risk regions nowadays would be an alarmingly long list and that would just be the current hot spots. Kidnappings for Ransom in so many more benign regions are also on the increase. Furthermore, piracy in many waters is becoming an epidemic in itself with hundreds of ships seized and thousands of crew members held hostage whilst negotiations take place for safe release.

Incidents last from days to many months, are often unreported in the media and in many cases are managed privately as Foreign Policy within many Governments does not permit officials paying ransoms and as such authorities are restrained in their strategies and tactical responses for ensuring a safe and secure resolution.

Like with so many risks many people have no real appreciation of the complexities and dangers until it happens to them.

Just think it through for a moment with your organisation and team in mind:

- The impact on other staff, clients, public relations, management
- The costs involved in paying ransoms, funding response consultants and crisis management teams
- The costs and risks of operationally paying the ransom and ensuring repatriation
- Support and rehabilitation costs for the victims and families
- The management of the media and communications
- Ongoing day to day operations, who and how it will happen
- The cost in shipping, cargo, delays, etc in piracy cases
- Future costs for security and insurance
- Reputational costs to organisations and professional individuals
- How would you cope and what would you do?





Kidnap and Piracy Prevention

So what can we all do?

Firstly we need to ensure we have an adequate understanding of the often very fluid risks in which we operate or where we are required to send our employees. What information we should provide to staff and how we do that in a way that builds confidence in your organisation and them, keeping them adequately informed and protected without unnecessary alarm.

Then consider what systems you have in place to keep them informed of the often rapid developments on the ground and how we support staff and their loved ones if an incident occurs.

What training we provide to staff to ensure they avoid risks or can survive a hostage ordeal and in a way that minimises prolonged rehabilitation and Post Traumatic Stress Disorder.

At The Cavell Group our Intelligence teams collate and disseminate information regarding the rapidly changing risks in your regions of concern. That information helps with staff briefings and infuses our training programs keeping training appropriate for your staff and their specific region of travel or operation.

Intelligence briefings and regional reports assist with your management planning and prevention and are a great forum for bringing staff up to date with what is happening on the ground.

Our operatives assist with the formulation of effective policy and procedures and policy integrity testing ensuring everyone knows what to expect and what to do to mitigate and control risks.

Tailored training helps prepare your staff, managers, and consultants at whatever level for the risks and how to avoid and manage them correctly. Whether classroom training or more intensive field training it is all tailored to your requirements and delivered without sensationalism.

Within the Maritime sector physical and procedural precautions are examined where piracy is a concern, routes, speeds, evasion, rigging and modifications with crew training an absolute necessity in avoiding complicated rehabilitation and potential litigation.



An Kidnap incident occurs

Your staff member having had some hostage survival training is psychologically better prepared. They understand the necessity for passive cooperation, careful rapport building and the avoidance of sensitive topics or cultural issues. They understand the crucial discipline of time and space awareness, routine, exercise, and health and fitness whilst in captivity and their prior Hostile Environment Training with The Cavell Group ensures they remain positive, avoid serious injury or death, and understand how safe resolution will be achieved.

Your manager, receptionist or a family member taking the initial ransom call knows exactly how to react and more importantly what not to do or say, how to cooperate, what not to disclose or say that may antagonize and what information may be crucial to the management of the incident.

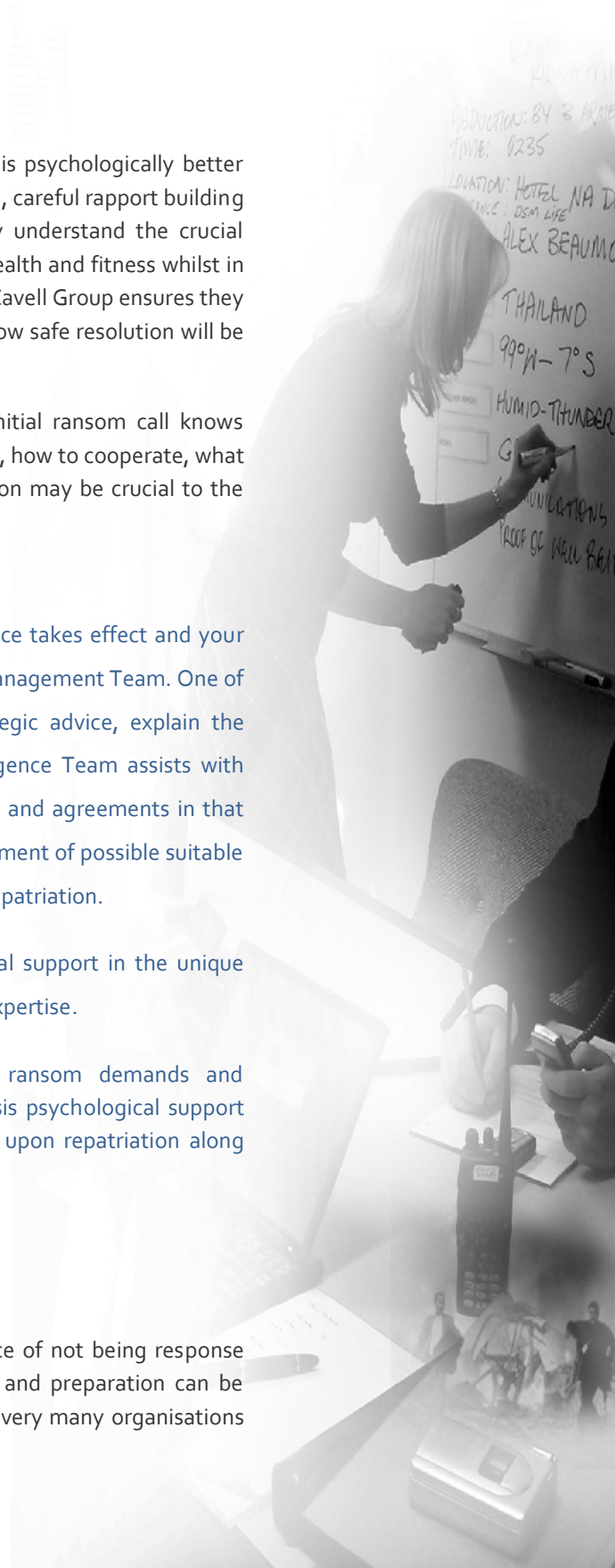
The Cavell Group's kidnap training, policy formulation and advice takes effect and your managers and staff know how to formulate an effective Crisis Management Team. One of our K&R Consultants can respond to support you with strategic advice, explain the structure and identify the various incident phases. Our Intelligence Team assists with intelligence regarding the likely perpetrators, ransom demands and agreements in that region, group Modus Operandi and the identification and assessment of possible suitable Third Party Intermediaries that can assist with negotiation and repatriation.

Our K&R consultants can assist with negotiation adding crucial support in the unique form of psychological, criminological, security and Intelligence expertise.

Our experts can provide advice on media management, ransom demands and agreements, ransom transit, logistics and repatriation. Our crisis psychological support service can assist and support families, staff, and the victims upon repatriation along with advice and support regarding post incident rehabilitation.

The risk

It's a costly one, it's never straightforward and the consequence of not being response ready can be catastrophic. Mistakes and inadequate planning and preparation can be tragic, even more costly and a failure to prepare is regret for so very many organisations and individuals.





Our approach

At the Cavell Group we believe a multi disciplined approach to managing these risks is the only effective way.

Our best practice proven approach combines, intelligence, security and psychology to maximise the odds of risk mitigation and safe incident resolution. A combination of military, security, intelligence, psychological and high end international business expertise forms a quality strategic response to your needs.

We support legitimate governments and law enforcement agencies, private organisations, families and individuals. If insurance is in place our consultants establish the incident is legitimate and ensures the underwriters have a full report and any evidence to assist with any claims against K&R insurance policies.

If insurance cover is not in place or is inadequate we work privately with families and organisations and at specialist rates supporting them through the complexities of these awful situations.

We assist law enforcement agencies as required, but also provide advice on regions where epidemic corruption often means that seeking support from some authorities increases the risks.

For confidential advice and support on kidnap or hostile environment training, specialist risk security training intelligence, risk management or crisis support don't hesitate to contact us and discuss your concerns and requirements.