

Group Human Rights Policy

1 Summary

Respect for human rights is vital to Securitas. Securitas supports and respects the fundamental human rights set out in international declarations and guidelines, such as the United Nation's Universal Declaration of Human Rights. Securitas will take steps to avoid causing or contributing to adverse human rights impacts through its activities and address impacts when they occur. Securitas will also seek to prevent or mitigate adverse human rights impacts that are directly linked to its operations or services. Where Securitas has identified adverse human rights impacts resulting from or caused by its business activities, it is committed to provide for or cooperate in, their fair and equitable remediation

Summary of changes since last revision:

- Several editorial changes.
- Clarification in relation to the individuals or groups who may be at greater risk of negative human rights impacts.
- Clarification on Securitas' commitment in relation to child labor and forced or bonded labor.
- Clarification that Securitas takes measure to track, monitor and follow up on performance.

2 Main text of the policy

Respect for human rights

Respect for human rights is vital to Securitas and how it conducts business. Securitas' core values and strong corporate culture provide the foundation upon which clients, employees, shareholders, and other stakeholders base their confidence in Securitas and they also play an important role in maintaining and promoting long-term sustainability.

Securitas supports and respects the fundamental human rights set out in the United Nation's Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (including those expressed in the International Bill of Rights), International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises. As a signatory of the UN Global Compact, we follow their Ten Principles.

Together with *20. Securitas' Values and Ethics Code*, *28. Group Diversity Policy* and *20.1. Group People Directive*, the Human Rights Policy outlines Securitas's commitment to respect human rights.

Securitas recognizes that it must take steps to assess the potential risks of violating human rights and avoid causing or contributing to adverse human rights impacts through its activities and address impacts when they occur. Securitas will also seek to prevent or mitigate adverse human rights impacts that are directly linked to its operations or services by its business relationships. Securitas will



pay special attention to individuals or groups who may be at greater risk of negative human rights impacts due to their vulnerability or marginalization, such as indigenous people and minorities, and recognize that women and men may face different risks. Securitas respect land rights of legitimate tenure rights holders, including tenures of land, fisheries and forests.

Due diligence

Securitas uses due diligence to identify and prevent human rights risks to people in its business and where possible, in the value chain. Securitas manages these risks by integrating the responses to its due diligence into our policies and internal systems, acting on the findings, tracking actions, and communicating with stakeholders about how impacts are addressed.

Securitas understands that human rights due diligence is an ongoing process that requires attention at certain stages in business activities, for example when entering a new market or in case of major changes in the operations, as such changes may create new potential or actual impacts on human rights.

Securitas' due diligence processes are based on the UN Guiding Principles Reporting Framework and the OECD Due diligence guidance for responsible business conduct. The due diligence process described in the Instruction for Supplier Risk Management (15.6) should also be considered.

Securitas' efforts are focused on salient human rights issues, which due to the nature of its business, are issues related to labour conditions, security, use of force (by us as a private security company) and data privacy. Securitas supports the principles in international standards, such as the International Code of Conduct for Private Security Providers and the Voluntary Principles on Security and Human Rights.

Remediation

Where Securitas has identified adverse human rights impacts resulting from or caused by its business activities, Securitas is committed to provide for or cooperate in, their fair and equitable remediation.

Compensation and terms of employment

Securitas recognizes the importance of fair wages and reasonable working hours. The company ensures that wages and benefits at least meet the national legislation or minimum industry standards and works to raise wages and benefits above such a level. Wages should be paid regularly and on time. Working hours and other employment terms should be in compliance with local laws and industry standards. Information on wages and benefits, as well as other terms of employment, should be communicated clearly to each employee.

Freedom of association

Securitas respects the rights of all employees to choose whether to be represented by a trade union for the purpose of collective bargaining and to form and join trade unions of their choice in accordance with local laws and principles. This includes respecting freedom of peaceful assembly and association. No employee should risk being harassed or retaliated against for exercising these rights.

Securitas has a global framework agreement with UNI Global Union and the Swedish Transport Workers' Association, and with the European Workers' Council in our European division. These agreements underline the parties' joint commitment to universal principles concerning business conduct, as outlined by the UN Global Compact and ILO's core conventions.

**Health and safety**

Securitas recognizes the importance of providing a safe and healthy working environment and taking all reasonable steps to prevent accidents and injuries, as well as supporting measures to promote health and well-being. Risk assessments should be carried out to identify and scope safety hazards, and employees should receive training, instructions, and equipment in line with the assignment. Please also see the Group Health and Safety Policy.

Equal opportunity

Securitas is an equal opportunity employer, and all employees are to be treated fairly and equally, without any type of discrimination. Securitas believes that diversity and inclusion form the foundation for innovation and creativity and that diverse teams contribute to its success and long-term sustainable growth.

All employees in Securitas, and especially managers at all levels, have a responsibility to create an environment where people feel a sense of commitment to their work and are recognized for their achievements and where employees support each other and cooperate.

Discrimination in hiring, compensation, training, promotion, termination, or retirement based on ethnic or national origin, religion, age, gender, sexual orientation, marital or parental status, disability, political opinion, or other distinguishing characteristics protected by applicable law is never acceptable. In very specific cases, the President and CEO of Securitas AB can grant exceptions if this is strictly required due to local legislation. One example is in South Africa, where the BBBEE certification is required to obtain a license to operate as a company.

All employment decisions are to be made solely based on a person's ability, experience, behavior, work performance and demonstrated potential in relation to the needs of the job.

Harassment

All employees should be treated and treat one another with dignity and respect. Securitas promotes a productive work environment and does not tolerate any form of intimidating behavior, harassment, bullying, abuse or retaliation, including sexual, verbal, physical or psychological harassment.

Child labor and forced or bonded labor

Securitas does not employ or accept any form of child labor or forced or bonded labor. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Community involvement

Securitas' purpose is "We help make your world a safer place." The company plays an important role in society, providing security and safety in a sustainable way. Securitas is committed to being a good corporate citizen wherever the company conducts business. Securitas recognizes the importance of a proactive and continuous social dialogue with all its stakeholders. Through its entities, Securitas interacts with the local communities and strive to contribute to their positive development. Securitas encourages local, regional, and global community investment activities that are in line with its purpose, strategy, and values.



Monitoring of performance and communication

Securitas takes measures to track, monitor and follow up on our performance, which is communicated in the Securitas Annual and Sustainability Report. The company also communicates with those that might be affected by its business and other relevant stakeholders.

3 Applicability

This policy applies to all employees of companies within the Securitas Group, that is, companies where Securitas AB (publ) directly or indirectly, owns a controlling interest. The Policy shall be implemented, to the greatest extent possible, with all business partners (including joint venture partners) and consultant contractual relationships. Business partners may include suppliers, subcontractors, and other partners.

4 Implementation and responsibility

The Board has instructed the chief executive officer (CEO) to adopt policies and guidelines to implement these principles as well as other principles and guidelines necessary for the group's day-to-day management within this function.

The task to issue further instructions or procedures can be delegated.

It is the responsibility of all Divisional Presidents and, through them, each Country President (or equivalent), to ensure that this Human Rights Policy (and the relevant local law) is fully understood and implemented in their areas or countries of responsibility.

5 Training

There is no mandatory Group training specifically in this policy, but it is mandatory for all employees to complete training in *20. Securitas' Values and Ethics Code*. On a local level, human rights topics such as use of force and employee safety, are included in regular trainings.

6 Reporting, investigations and consequences of breach

All Securitas entities and employees are required to report any suspicions of improper behaviour to their immediate managers or, where this is not possible, to a more senior manager, country risk manager, local ombudsman, legal counsel, or Business Ethics representative, as appropriate in each jurisdiction. No employee will suffer negative consequences for complying with this Policy, even if such compliance results in the loss of business, or for reporting non-compliance. All reported events or suspicions will be investigated independently and followed up.

If a reporting person does not wish, or is unable, to report a suspicion to his or her immediate manager or another official in his/her organization, all such issues should be reported through the Securitas Integrity Line at <https://securitas.integrityline.com/> (securitashotline.com for the USA, securitashotline.ca for Canada and lineadealerta.com.mx for Mexico), via e-mail at integrity@securitas.com or to the Securitas Chief Business Ethics Compliance Officer. Up to date contact information can be found on the Securitas website, www.securitas.com.



Any violations of this Policy or of the applicable local laws may result in disciplinary action, up to and including termination of employment.

7 Review and follow-up

Compliance with this policy by all Securitas entities and employees will be monitored as part of the Securitas Enterprise Risk Management process.
