


POLICY TITLE AND NO: 24. Group Human Rights Policy		
OWNER: Group Sustainability Officer	APPROVED BY: Group CEO	APPROVED DATE: 200507
TARGET AUDIENCE: Country managements, Sales representatives, Procurement officers, HR professionals, Sustainability professionals		

1. SUMMARY

- Respect for human rights is vital to Securitas and how we conduct our daily business
- We support and respect the fundamental human rights set out in international declarations and guidelines, such as the United Nation's Universal Declaration of Human Rights
- Securitas recognizes that we must take steps to avoid causing or contributing to adverse human rights impacts through our own activities and address impacts when they occur. We will also seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations or services by our business relationship
- Where we have identified adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in, their fair and equitable remediation

Summary of changes since last revision:

Updates according to updated version of *20. Securitas' Values and Ethics Code*. Changes according to new policy instructions.

2. MAIN TEXT OF THE POLICY

Respect for human rights

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

We support and respect 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. We are committed to respecting all internationally recognized human rights as relevant to our operations and we seek to avoid complicity in human rights abuses.

Together with *20. Securitas' Values and Ethics Code*, the *Securitas 28. Group Diversity Policy* and the *Securitas 20.1. Group People Directive*, the *Securitas Human Rights Policy* shows our commitment to respect human rights, and we recognize that, as a security company, we must carefully assess the potential risks of violating human rights through the services that we provide.

Securitas recognizes that we must take steps to avoid causing or contributing to adverse human rights impacts through our own activities and address impacts when they occur. We will also seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations or services by our business relationships. We pay

special attention to individuals or groups who may be at greater risk of negative human rights impacts due to their vulnerability or marginalization and recognize that women and men may face different risks.

Due diligence

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

We understand that human rights due diligence is an ongoing process that requires attention at certain stages in our business activities, for example when we enter a new market or there are major changes in our operations, as these changes may create new potential or actual impacts on human rights.

Due to the nature of our business we are focusing our efforts on human rights related to labour conditions, security, use of force 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 we have identified adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in, their fair and equitable remediation.

Commitments

Compensation and terms of employment

Securitas recognizes the importance of fair wages and reasonable working hours. We work to raise wages and benefits to a level that meets or exceeds the national legislation or minimum industry standards. 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 or not 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.

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.

Equal opportunity

Securitas is an equal opportunity employer and all employees are to be treated fairly and equally, without any type of discrimination. We believe that diversity and inclusion

form the foundation for innovation and creativity and that diverse teams contribute to our 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 rather than compete.

Discrimination in hiring, compensation, training, promotion, termination or retirement based on ethnic and national origin, religion, gender, sexual orientation, marital or parental status, disability or other distinguishing characteristics protected by applicable law is never acceptable.

All employment decisions are to be made solely on the basis of 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 or forced labor

Securitas does not employ or accept any form of child labor or forced or bonded labor.

Community involvement

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

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 Environmental Policy (and the relevant local law) is fully understood and implemented in their areas or countries of responsibility.

5. TRAINING

There is no mandatory training in this policy. It is mandatory for all employees to complete training in *20. Securitas' Values and Ethics Code*.

6. REPORTING, INVESTIGATIONS AND CONSEQUENCES OF BREACH

All Securitas entities and employees are required to report any suspicions of improper behaviour contrary to this Policy to their immediate managers or, where this is not possible, to a more senior manager, country risk manager, local ombudsman or legal counsel, 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 appropriately investigated and followed up.

If a reporting person does not wish, or is unable, to report a suspicion to his or her immediate manager or to another official within the organisation, that person should report the issue through the Securitas Integrity Line at www.securitasintegrity.com (Securitas Hotline in the US (www.securitashotline.com); Securitas Hotline in Canada (www.securitashotline.ca); Linea de Alerta in Mexico (www.lineadealerta.com.mx)), via e-mail at integrity@securitas.com, or to the Securitas Group Sustainability 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 will 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.
