


<b>POLICY TITLE AND NO:</b> <b>28. Group Diversity Policy</b>		
<b>OWNER:</b> SVP Group Communications and People	<b>APPROVED BY:</b> Board of Directors	<b>APPROVED DATE:</b> 200507
<b>TARGET AUDIENCE:</b> All employees		

## SECURITAS GROUP DIVERSITY POLICY

### 1 GENERAL PRINCIPLES

It is Securitas' firm belief that the success of our business comes from the accomplishments and well-being of our employees. To be able to recruit and retain the best people in the market, we need to be able to employ people from the entire talent pool, regardless of race, ethnic or national origin, religion, gender, sexual orientation, marital or parental status, disability or other distinguishing characteristics.

As a result, the Board of Directors has adopted the following principles:

- The Securitas Group shall promote a culture of diversity and equal opportunity based on competence, experience and performance and strive for diversity on all levels in the work force.
- Securitas shall treat all employees equally, fairly and with respect, dignity and common courtesy, irrespective of race, ethnic or national origin, religion, gender, sexual orientation, marital or parental status, disability or other distinguishing characteristics protected by applicable law and regulations.
- As part of Securitas' commitment to a diverse and inclusive workplace, Securitas has zero tolerance against intimidating behavior, harassment, bullying, abuse or retaliation, including sexual, verbal, physical or psychological harassment.
- Securitas shall ensure equal pay (and other contractual terms) between women and men for equal work.
- 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.
- 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.

The Board of Directors have adopted the following diversity target relating to women. Additional diversity goals will be set in country and division:

- In each country, by 2021 the share of female managers at all levels should be at least the same as the share of women in the total workforce.

Target fulfillment should be tracked quarterly in country and division, and reported to the group. The annually reported number will be the average of the quarters.

## **Summary of main changes since last revision:**

The scope of this policy has been refined to focus only on diversity. More general people policies are covered in the *20. Values and Ethics Code* and associated directives, manuals and guideline documents.

## **2 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.

## **3 IMPLEMENTATION AND RESPONSIBILITY**

The Board has instructed the Chief Executive Officer (“CEO”) to adopt policies, instructions and procedures 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.

The CEO shall also make sure that all divisions/countries implement diversity targets for share of women in the workforce and strive to achieve a diverse workforce and management teams which reflect the communities in which they serve.

## **4 TRAINING**

There should be appropriate training on compliance with the Policy. This could for example be inclusion in onboarding programs and leadership programs, or a separate training.

## **5 REPORTING, INVESTIGATIONS AND CONSEQUENCES OF BREACH**

All Securitas entities and employees are required to report any suspicions of improper behavior 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 organization, that person should report the issue through the Securitas Integrity Line at [www.securitasintegrity.com](http://www.securitasintegrity.com) (Securitas Hotline in the US ([www.securitashotline.com](http://www.securitashotline.com)); Securitas Hotline in Canada ([www.securitashotline.ca](http://www.securitashotline.ca)); Linea de Alerta in Mexico ([www.lineadealerta.com.mx](http://www.lineadealerta.com.mx)), via e-mail at [integrity@securitas.com](mailto: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](http://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.

## **6 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 and diversity targets will be subject to reporting requirements and follow-up.

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