

# 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, Securitas needs to be able to employ people from the entire talent pool, regardless of race, ethnic or national origin, religion, gender, age, sexual orientation, political opinion, marital or parental status, disability or other distinguishing characteristics protected by applicable law.

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.
- 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:

- Share of female managers at all levels/functions to be over 20% by 2025.

Target fulfilment 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:

- Adjustments to general principles
- Adding the Diversity and inclusion target regarding female share by 2025.

## 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 be inclusion in onboarding programs and leadership programs, or a separate training. For example, all employees with access to the Learning Management System are required to complete a Diversity and Unconscious Biases Training. This training is designed to ensure understanding and adherence to the principles outlined in this policy.

### 5 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, 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 to another official within the organization, that person should report the issue through the Securitas Integrity Line at <https://securitas.integrityline.com/> (securitashotline.com for the US, securitashotline.ca for Canada and lineadealerta.com.mx for Mexico), via e-mail at [integrity@securitas.com](mailto:integrity@securitas.com), or to the Securitas Chief Ethics & 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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