


POLICY TITLE AND NO: 25. Group Environmental Policy		
OWNER: Group Sustainability Officer	APPROVED BY: Group CEO	APPROVED DATE: 200507
TARGET AUDIENCE: All employees		

1. SUMMARY

At Securitas, we believe that environmental awareness and responsibility makes business sense and that a sustainable development helps us reduce the impact on the environment and climate at the same time as it increases our efficiency.

Summary of main changes since last revision:

Details about emission limits for purchased or leased company vehicles have been moved to instructions relating to this policy.

2. MAIN TEXT OF THE POLICY

A basic requirement is that we act within the framework of laws and international conventions. We respect and comply with environmental legislation, agreements and safety requirements, or other provisions that set the parameters for our operation. We also comply with voluntary agreements and initiatives such as the UN Global Compact and CDP. We conform to or surpass the requirements of national or international regulations or agreements concerning the reduction of emissions and discharges to air, land and water.

We recognize that our business activities have a direct and indirect impact on the environment and take responsibility for the direct environmental impact from our own operations. We focus primarily on decreasing emissions from our vehicle fleet, fuel consumption and energy consumption, but strive to minimize the environmental impact also by reducing for example:

- business travel, for example by using video conferencing and other communication techniques
- electricity consumption
- water consumption
- paper consumption
- waste
- the use of office equipment and supplies that cause emissions and pollution to air, land and water

We will recycle materials where possible and ensure that the handling of waste is performed in a safe and environmentally compatible manner. In all of our operations, we should avoid using environmentally harmful substances and strive to exchange those for environmentally friendly substances, even if the cost is higher for the company.

We take measures to track, monitor and follow up on our performance.

We aim to consider environmental aspects in the development of new services and products, and in the execution of our services. Major investments in strong IT infrastructure for video meetings and communication is one example. Environmental

aspects should be considered in the dialog with our suppliers. We actively seek dialog and interaction also with other stakeholders regarding our environmental priorities and performance.

The commitment and awareness of our employees is essential. All employees are expected to recognize the importance of matters of environmental impact from both a profitability and social perspective. We will encourage and enable our employees to make a positive contribution to creating a sustainable company and society.

Emissions from company vehicles

Our goal is to reduce emissions caused by Securitas company vehicles and our aim is that all new vehicles purchased or leased (operationally or financially), every year shall emit on average less grams CO₂ per km than all new company vehicles purchased or leased the year before. See the instructions related to this policy for more details.

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.

4. 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.

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 relation to this policy. It is the responsibility of the Divisional presidents and Country presidents (or equivalent) to decide whether any training is required, and in such case, make sure the appropriate training is provided in order to ensure compliance with this policy.

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.


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

8. REFERENCE TO INSTRUCTIONS

The CEO has issued the following instructions related to emissions from purchased or leased company vehicles:

- 25.1. Instructions to Group Environmental Policy – Purchased or leased company vehicles

INSTRUCTION TITLE AND NO: 25.1. Instructions to Securitas Group Environmental Policy - purchased or leased company vehicles		
OWNER: Group Sustainability Officer	APPROVED BY: CEO	APPROVED DATE: 200507
TARGET AUDIENCE: Country managements, procurement departments, employees with company vehicles		

1. INTRODUCTION AND OBJECTIVE

Our goal is to reduce emissions caused by Securitas company vehicles and our aim is that all new vehicles purchased or leased (operationally or financially), every year shall emit on average less grams CO₂ per km than all new company vehicles purchased or leased the year before.

These instructions are mandatory and applies to all companies, employees, directors and officers of companies within the Securitas Group, that is, companies where Securitas AB (publ) directly or indirectly, owns or has a controlling interest.

Summary of main changes since last revision:

These are new, mandatory, instructions.

2. INSTRUCTIONS

2.1 EMISSIONS FROM COMPANY VEHICLES

Since September 2017, vehicle manufacturers must test and publish consumption and CO₂ and pollutant emissions results for new vehicle models offered for sale or lease in the EU according to a new, more realistic protocol, WLTP (Worldwide Harmonised Light Vehicle Test Procedure)

- From September 2018, WLTP will apply to all new passenger car registrations, including existing models (light commercial vehicles such as minivans from September 2019).
- The result will most likely be increased fuel consumption and CO₂ emissions, since the old system (NEDC) was based on lab tests and theoretical driving patterns.
- The EU has also introduced the Real Driving Emissions test (RDE) to ensure that emissions measured in real-life conditions do not deviate too much from lab results.
- Applies to EU countries plus Norway, Switzerland and Turkey. Applies to China for emissions.

2.2 CATEGORIES

Company car: a car, aimed for maximum five persons, paid for by Securitas and used either as a necessity car or a benefit car.

Minivan: a minivan aimed for six or seven persons, paid for by Securitas and used as a benefit vehicle. Minivans are included in the WLTP category light commercial vehicles.

Patrol van, pickup or four-wheel vehicle: a patrol van, pickup or four-wheel vehicle paid for by Securitas and used as a necessity vehicle. Patrol vans, pickups and four-wheel vehicles are included in the WLTP category light commercial vehicles.

Special purpose vehicles: necessity vehicles that are required by the specific client assignment, such as heavier four-wheel vehicles, trucks, buses and other specialist vehicles.

2.3 DEFINITIONS

Necessity vehicle: a working tool in order to fulfil the job used by Securitas employees.

Benefit vehicle: a vehicle provided by Securitas to a manager or specialist, and either paid for by Securitas or by the employee in any format.

2.4 EMISSION LIMITS

Benefit cars and necessity cars

As of November 15, 2019, no new two-wheel drive company benefit cars and necessity cars, four-wheel drive benefit cars and five-seat SUV benefit cars are allowed to be purchased or leased that emit more than 125 g CO₂ per kilometer, according to the measuring technique for emissions and consumption, NEDC (**valid within the EU and Norway, Switzerland and Turkey** until September 30, 2018 for passenger cars). If the transition to the new measuring technique for emissions and consumption that is **valid within the EU and Norway, Switzerland, Turkey and China** from October 1, 2018 for passenger cars, WLTP leads to higher emission values, no new cars in this category are allowed to be purchased or leased that emit more than 160 g CO₂ per kilometer, according to WLTP. This applies to countries within the European Union and Norway, Switzerland, Turkey, and China. If NEDC is still used in other countries, the limit is 125 g CO₂ per kilometer.

Updated limits for new passenger cars to be purchased or leased could be considered as more information becomes available on the impact of the CO₂ emissions per kilometer due to the change from NEDC to WLTP.

Minivans

As of November 15, 2019, no new minivans are allowed to be purchased or leased that emit more than 170 g CO₂ per kilometer. The change to the new measuring technique WLTP for light commercial vehicles, which includes minivans, is **valid within the EU and Norway, Switzerland, Turkey and China from October 1, 2019**. If the transition to the new measuring technique for emissions and consumption (WLTP) leads to higher emission values, no new minivans are allowed to be purchased or leased that emit more than 200 g CO₂ per kilometre, according to WLTP. This applies to countries within the European Union and Norway, Switzerland and Turkey, and China. If NEDC is still used in other countries, the limit is 170 g CO₂ per kilometer.

Patrol vans, pickups, four-wheel vehicles

As of November 15, 2019, no new patrol vans, pickups or four-wheel vehicles are allowed to be purchased or leased that emit more than 175 g CO₂ per kilometer. The change to the new measuring technique WLTP for light commercial vehicles, which includes patrol vans, pickups or four-wheel vehicles, is **valid within the EU and Norway, Switzerland, Turkey and China from October 1, 2019**. If the transition to the new measuring technique for emissions and consumption (WLTP) leads to higher

emission values, no new patrol vans, pickups or four-wheel vehicles are allowed to be purchased or leased that emit more than 205 g CO₂ per kilometre, according to WLTP. This applies to countries within the European Union and Norway, Switzerland and Turkey, and China. If NEDC is still used in other countries, the limit is 175 g CO₂ per kilometre.

Special purpose vehicles

When purchasing or leasing special purpose vehicles, the aim must always be to keep the CO₂ emissions as low as possible.

Vehicles that are owned by the employee and where Securitas reimburses the employee in any way for using his or her vehicle at work, are not defined as company vehicles.

Everyone using a Securitas vehicle is encouraged to reduce the use of fossil fuels as far as possible.

3. REPORTING OBLIGATIONS

Securitas will annually, in November (per October 31), ask all country managers to report the total number of Company cars and the average g CO₂ per km that those cars emit.

Reporting of CO₂ should also be done in connection with the annual data collection for the Securitas AB sustainability report and reporting to CDP.

4. APPLICABILITY

These instructions apply to all reporting units at all organizational levels (Group, Division, Country or Region) within the Securitas Group, i.e. companies where Securitas AB (publ) directly or indirectly, owns a controlling interest.

Exceptions from the instructions regarding the purchasing or leasing of benefit vehicles must be approved by the President and CEO of Securitas AB.

5. IMPLEMENTATION AND RESPONSIBILITY

It is the responsibility of the respective President for the area or country to ensure that these Instructions are fully understood and implemented in their areas or countries of responsibility.

6. TRAINING

It is the responsibility of the respective President for the area or country to ensure that relevant training is provided to employees on a regular basis in order to ensure compliance with these principles.

7. REVIEW AND FOLLOW-UP

Compliance with these instructions by all Securitas entities and employees will be monitored through annual reporting and routine follow-ups.
