

SUSTAINABILITY CHARTER

The Swiss Securitas Group and its group companies are aware of their responsibility towards the environment, society and responsible corporate government. The group of companies makes an active, meaningful contribution to economic, ecological and social sustainability

1. Ambitions

- We position ourselves in the upper midfield in terms of ESG (Environmental / Social / Governance) in a sector comparison in the DACH markets.
- We demand sustainability from all our stakeholders and support them in their further development in the area of ESG

2. Focus topics

The following focus topics are reported and monitored at Swiss Securitas Group. The group companies may include further topics in their reporting.



We ensure that our systems and processes have the lowest possible energy requirements and optimise them continually.

We respect our environment in the provision of our services and in the manufacture of our systems and products. We use all the resources we need sparingly and reduce the amount of waste as far as possible. Recyclable materials are sent for recycling.

We provide a safe working environment for our employees and take appropriate measures to prevent occupational accidents or work-related illnesses. We promote the mental and physical health of our employees.

We treat everyone equally and respectfully, regardless of gender, age, origin, language, faith and relationship preferences. We fill positions according to the best qualifications and pay equal wages. We prevent discrimination against minorities.

We invest considerable resources in the basic and further training of our employees and customers. We encourage and demand permanent professional and personal training and development from our employees. Our employees are bound by a code of conduct that applies throughout the group. Their reputation and reliability are regularly verified. Furthermore, as an organisation we do not tolerate violations of laws and regulations.

We strive to constantly optimise our resource consumption (also with the help of digitalisation).

We proactively protect our services, systems and products from cyber-attacks. We treat personal data with the utmost care and only use it for the agreed purpose.

3. Use of the Charter

- The content of this charter will evolve in response to changes in the field of sustainable development, in particular standards and regulations at national and international levels, as well as stakeholder demands.
- Sustainability reports (governance, ambitions and their maturity) are published regularly and made available to stakeholders through up-to-date channels.
- In addition, the results from specific ISO certifications (9001, 14001, 27001, 45001, etc.) as well as recognitions and sustainability labels (Great Place to Work, EcoVadis, etc.) can be viewed by our stakeholders as supplementary documentation.

Zollikofen, in March 2023

Swiss Securitas Group



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