

# Sustainability activities by Securitas



# Our sustainability mission

Securitas aims to contribute to the development of safe and resilient societies, with innovation and responsible business practices as instruments for building a sustainable future.

We live in a world where threats against the positive evolution of the society are becoming increasingly diverse. Operating towards our purpose of making the world a safer place contributes to building up more sustainable environments, resilient societies and conscious clients. Our commitment to safeguard communities and ensure stability lays at the core of Securitas.

Conducting our business in a sustainable manner is essential to ensure that we can together reach the UN's Sustainable Development Goals (SDG) and SBTs.

We help make your world  
a safer place

building up more sustainable environments, resilient societies and conscious clients.

# Securitas CEO on sustainability

As a society, we all have a responsibility to take good care of each other and the planet. As an organization, Securitas is happy to contribute to this with the support of 358 000 colleagues and more than 150 000 clients all over the world. Together we make a difference!



**Magnus Ahlqvist**

*President and CEO of Securitas AB*

*“Being a responsible actor in the security industry has always been at the core of everything we do. We never compromise on our high ethical standards when it comes to taking an increased responsibility for the society, we are a part of. This presentation will on a high level give you a better understanding of our commitment and progress to help make your world a safer place”*

← For more detailed information, please review our annual and sustainability report.



# Our Part

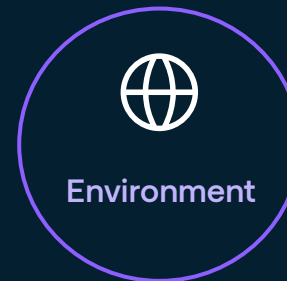
## Progressive areas for us

Through the United Nation’s Sustainable Development Goals (SDGs) and across all sectors of society, people are mobilizing efforts to end all forms of poverty, fight inequalities and tackle climate change to 2030.

Securitas supports the SDGs in our strategy work and in our daily operations, by improving labor conditions, promoting and protecting human rights and the environment across our value chain. The greatest opportunity to contribute to the SDGs and make a real difference lies in the following 7 areas:



# 6 FOCUS AREAS FOR “THE SECURITAS SUSTAINABLE DIFFERENCE”





# Aligned with SDGs, we help make the world a safer place through our strategy and the lens of the triple bottom line - 3P's

## People: We are all about people



## Planet: We have One World



## Prosperity: We bring long term value



We view sustainability holistically, where all three dimensions have a crucial part to play in all our decision-making processes



## » Policies supporting our sustainability roadmap

Securitas continuously follow up and review all our policies :

The below are the ones highly interconnected with our sustainability roadmap and compliance processes

- Securitas Group Values and Ethics Code
- Group Health and Safety policy
- Securitas Business-Partner Code of Conduct
- Group Fair Competition and Anti-Trust policy
- Group Environmental policy
- Group Human rights policy
- Group Diversity policy
- Group Whistleblowing policy
- Group Anti-Bribery and Anti-Trust policy
- Group Contract policy



# Sustainability Information Czech republic



# Country President SECURITAS ČR s.r.o. on Sustainability

We began working toward a safer world in 1991, and though much has changed over the years, our basic beliefs remain unwavering.

Symbolized by the three red dots in our logo, everything we do individually and collectively is based on three strong values – Integrity, Vigilance, and Helpfulness, which have helped guide us over eighty years.

Since those humble beginnings back in 1991, we have evolved into the leading security company with focus on comprehensive security services in Czech republic.

Threats to our safety are increasing and becoming more complex. Yet, our purpose to help our clients make their world a safer place is stronger, and more important, than ever.

Our extensive security experience gives us a unique perspective to see a different world – a safer world, filled with opportunity and progress.

Today, we proudly stand guard to protect what really matters, the safety and welfare of people and property all over the world, because we're determined to make it a safer place.



**Pavel Adamovský**

*Country President SECURITAS ČR s.r.o.*

*We are pleased to bring you this year's edition of the Sustainability report of SECURITAS ČR s.r.o. As a leading company in the field, we have set ourselves the goal of being an example for others and leading the way in sustainability. Our efforts focus on **key topics** that we believe are essential for a sustainable future for our society and the planet.*

*Our sustainability strategy covers topics such as diversity & inclusion, health and safety, education and learning & development, the environment, ethical conduct and community involvement. We try to actively support these topics not only within our company, but also in the wider community. Our big advantage is our support in a comprehensive global corporate sustainability strategy, which we try to develop and adapt to local conditions.*

*We are still at the beginning of a long journey, but I firmly believe that our sustainability activities **will inspire other companies in the security industry, our business partners and, of course, all our employees.***



## SECURITAS ČR s.r.o.

» *“SECURITAS ČR s.r.o. have played an important role in Czech industry for more than 30 years”*

### 6 towns

based in Praha, Brno, Ostrava, Plzeň, Hradec Králové, Teplice



**1377**  
employees



**8**  
branches



**1 603 mil CZK**  
czech market position #1



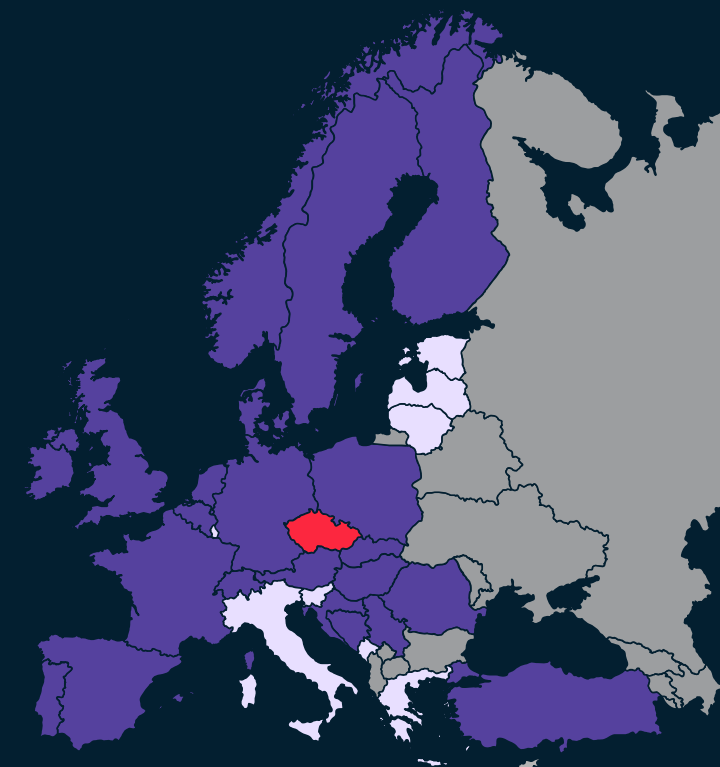
**156**  
vehicles used in operations






**21 832**  
call outs per year



**10,2 minutes**  
long term average of commute time to intervention



 Securitas Presence  Partner Presence  
 SECURITAS ČR s.r.o.

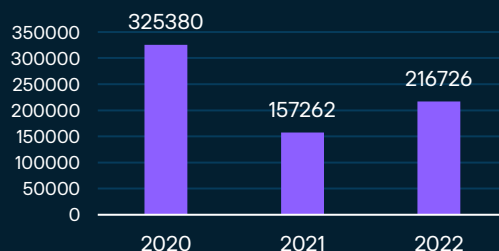
# People Planet Prosperity



## We focus on our People



### Worked hours per 1 accident



During the pandemic year 2021 employees lost the concentration and weren't so careful.

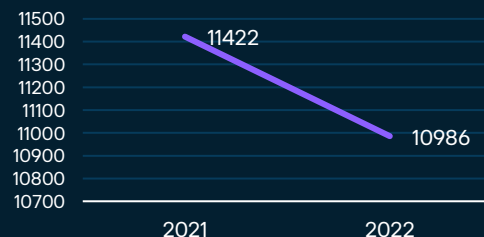
#### Annual target

**-5% decrease**  
of injuries per year.

#### Initiatives/Remarks

- Change of law in 2022 was an stimulus to revise the Health and Safety policy which is consistent with ISO 45001.
- Implemented new training courses for supervisors in 2021. In 2022 was the system improved for online consultations with H&S expert.

### Hours spent on training (L&D)



#### Subsidized hours

**738**  
training hours were realized in total  
cost 633 790 Kč.

#### Initiatives/Remarks

- Opened courses which were focused on Foreign languages, Labor, Time management, Gun handling, Self-defence, Mindfulness, Be lucky at work, Leadership, Employment of foreigners, assertiveness and conflict resolution, Defense against burnout syndrome etc.



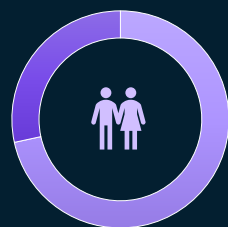
# People Planet Prosperity



## We focus on our People



### Overall gender distribution in 2022



■ Male ■ Female

2022

**24,2%**

Percentage of women in management positions

### Initiatives/Remarks

- New hired employees were in **35% cases women** in 2022
- All open positions are officially be announced for anyone to apply for the job

### Diversity and inclusion - Road to 2027

Year	Leadership Teams	Area Manager & Branch Manager
2023	10% Female	10% Female
2024	15% Female	15% Female
2025	20% Female	20% Female
2026	25% Female	25% Female
2027	30% Female	30% Female

### Initiatives/Remarks

- In 2022 were Implemented new **Diversity & Inclusion policies**
- Prepared e-learning for D&I
- In 2022 was set plan for 2023 and KPIs to year 2027





# People Planet Prosperity



We focus on our People



## EcoVadis

We were evaluated in the **The World's Most Trusted Business Sustainability Rating** with a bronze medal. Responsible approach to environmental issues, labor & human rights, ethics issues and sustainable procurement brings the benefit that SECURITAS ČR s.r.o. is better than 73% of rated companies.

# People Planet Prosperity



## Sustainable initiatives for our Planet

### Carbon Footprint

2022 Carbon Emission

**\*33 537<sub>t</sub> CO<sub>2</sub>**



**1377**  
employees

**24,3**

**<sub>t</sub>CO<sub>2</sub>/Employee**

SECURITAS ČR s.r.o. like every member of group Securitas measures and actively works to reduce CO<sub>2</sub> emissions from mainly company owned and leased vehicles, but also other sources such as business travel. Limits for CO<sub>2</sub> emissions for owned or leased company vehicles are set every year.

We have reported our Scope 1 and Scope 2 emissions to the CDP since 2011 and we are now adding **more detailed Scope 3 data** (e.g. purchased goods and services). The information is published every year in Securitas' Annual and Sustainability Report.

Target 2050

**Zero Carbon Emission**

Initiatives/Remarks

- SECURITAS ČR s.r.o. measures and actively works to reduce CO<sub>2</sub> emissions from mainly company owned and leased vehicles, but also other sources such as business travel, leased buildings etc.
- Electric Vehicles: we started with transformation of our fleet in 2019 with Toyota's hybrids. Today we dispose of cars plug-in hybrid cars. **The proportion of hybrids in the fleet is greater and greater every year.**
- Green Uniforms: We will use environmentally friendly uniforms. We are finding the way how to recycle uniforms.

*\* Preliminary numbers*

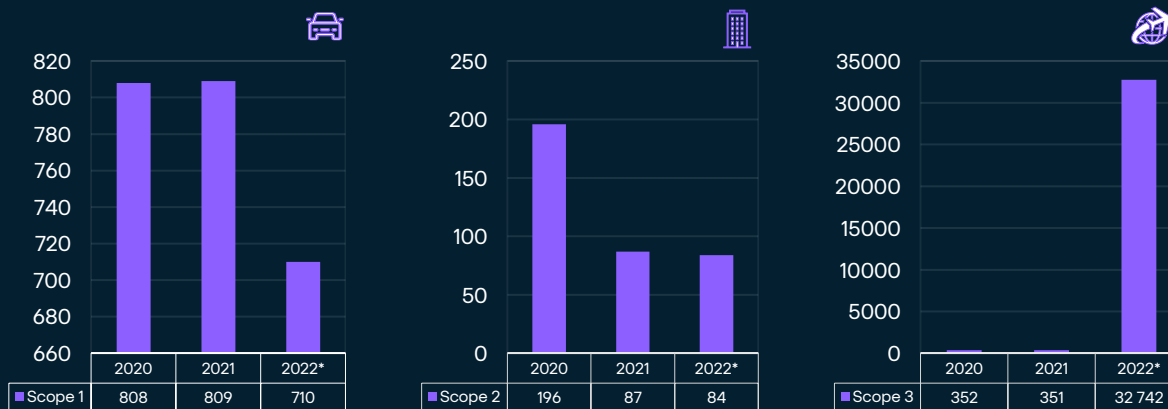
# People Planet Prosperity



## Sustainable initiatives for our Planet

### Carbon Footprint

emissions in metric tons of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e)



Through our environmental commitment, we measure all our emissions and report through the CDP. We actively work to reduce our CO<sub>2</sub> emissions at all levels of our business.

We are under setting process for SBTi targets. Targets validation is planned in Q4 2023.

Target Scope 1
Vehicles
Target Scope 2
Energy
Target Scope 3
Everything else
Initiatives/Remarks
<ul style="list-style-type: none"> <li>Securitas is first global security company to commit to Science Based Target initiative. SECURITAS ČR s.r.o. is integral part.</li> <li>In 2022 SECURITAS ČR s.r.o. implemented and certified environmental management system with ISO 14001.</li> </ul>

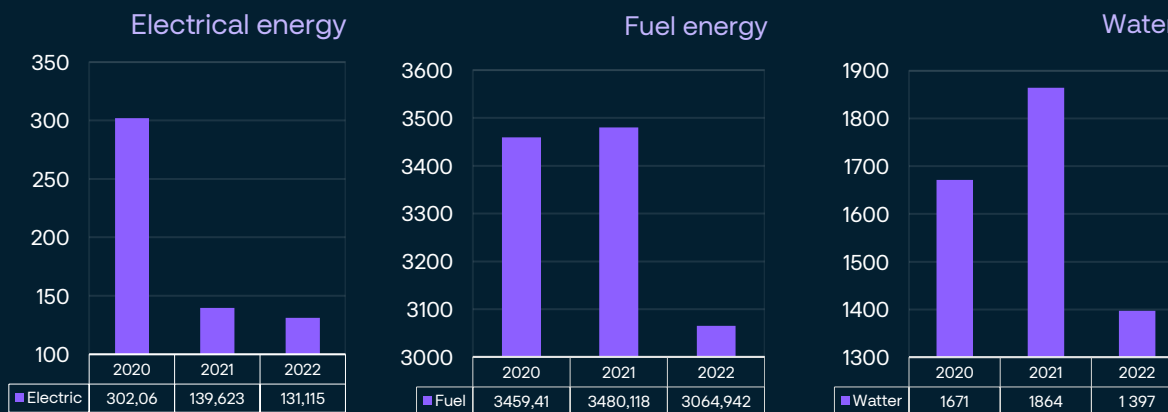
\* Preliminary numbers

# People Planet Prosperity



## Sustainable initiatives for our Planet

### Consumptions of sources



Electrical energy usage

in MWh

Fuel energy usage

including cars, heating & natural gas  
in MWh

Water usage

in cubic meters

Our real estate requirements are in line with current trends for modern technology solutions to save energy sources. We work on reducing energy consumption in our buildings and premises

We are also finding solutions for our clients that can use energy efficiently, e.g. from renewable sources.



# People Planet Prosperity



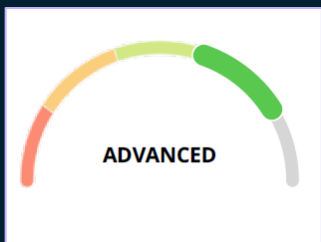
## Sustainable initiatives for our Planet

### Electric Vehicles & Fleet

We started with transformation of our fleet in 2019 with Toyota's hybrids. Today we dispose of cars plug-in hybrid cars. The proportion of hybrids in the automotive fleet is greater and greater every year.

We expect that our plug-in hybrids fleet will be about 30 cars in 2023.

The current requirement from global policy for cars is 120g CO<sub>2</sub> per 1 km.



SECURITAS ČR s.r.o. was rated like the advanced company with comprehensive elements of a GHG management system and advanced decarbonization commitment, actions and reporting capabilities.

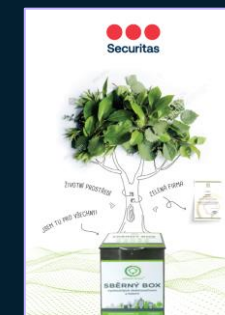
This assessment was a part of EcoVadis initiative.

### Carbon management level

### Waste management

In 2022 SECURITAS ČR s.r.o. was implemented new waste management system. This system is supported by certification ISO 14001. We separate 7 basis kinds of waste in our all sites.

We support our waste management with environmental project with company REMA Systém, a.s. which process the electrical waste. In 2022 was separated of 160 pieces of electrical waste in total weight of 676 kg.







# People Planet Prosperity



Purpose led performance in ethical conduct



## Integrity

We have implemented a 100% independent tool for reporting unfair practices. The system is compliant with EU Whistleblowing Directive.

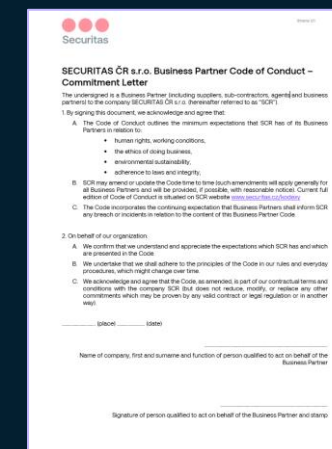
Every voice at Securitas is important. We rely on our colleagues and external stakeholders to speak up whenever any situation threatens our core values and our reputation. Reporting these concerns gives us information we need to remedy the situation and prevent similar situations from happening again.

Report a concern	My Secure inbox
What to report?	What happens next?
Anonymity	Values and Ethics Code

## Code of Conduct

In 2022 we updated the Code of Conduct. The Code (or Commitment Letter) is a part of standard contracts. Our suppliers are forced to accept our demands.

The Code of Conduct has been published on our website. This step transparently support our commitment. All subjects can find it on [www.securitas.cz/kodexy](http://www.securitas.cz/kodexy).





# People Planet Prosperity



Purpose led performance in ethical conduct



Ethical conduct

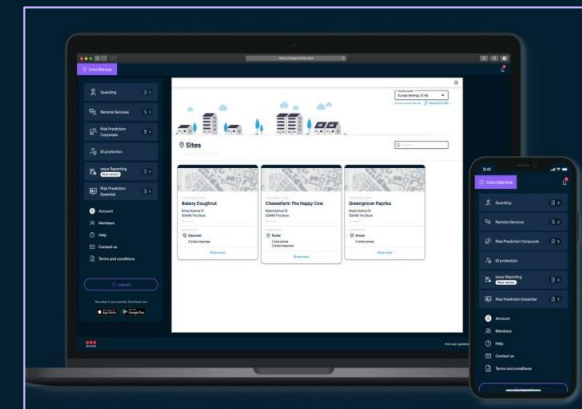


Community involvement

## Innovation

Securitas promotes sustainable innovations. A good example is where we have developed a **MySecuritas** - great tool that allows customers to check, change and test the services provided by our Securitas Operation Centre.

Thanks to MySecuritas, customers get a perfect overview of the history of alarms, can add and remove persons authorized to handle I&HAS or add temporary guarding or change intervention plans.



## Fundraising

We joined to the initiative to help Ukraine within the Securitas Group whereas a company we will double any donation from our employees to selected charities that support the Ukrainian people. **These financial donations went to one of the below-mentioned organizations**, which operate directly in Ukraine and which directly direct this help to the people who need it most:

- UNICEF
- Save the children
- UN Refugee Agency
- Doctors without Borders





# People Planet Prosperity



Purpose led performance in ethical conduct



Ethical  
conduct



Community  
involvement

## Fundraising

Securitas regularly donates money to association Jeden na jednoho, z.s. whose goal is to help the visually impaired in their integration into the sporting life.

The name of association Jeden na jednoho (One on One) means to enable high-quality sporting experience by developing cooperation in tandem = visually impaired (handicapped) with guide (healthy).

[www.1na1.cz](http://www.1na1.cz)

# Sustainability activities by Securitas

Czech republic

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