

It is Securitas policy to ensure the health, safety and welfare of its employees, and that of other persons who could be affected by their undertaking. In accordance with the requirements of the Health and Safety at Work etc. Act 1974 and other applicable legislation, the Company will undertake assessments of risks and instigate arrangements that, so far as is reasonably practicable, ensures;

- A consistent commitment to eliminating hazards and reducing occupational health and safety risks
- The provision of workplace environments that are maintained in a safe condition;
- Work equipment and systems of work are safe and without risk to health;
- Appropriate welfare facilities and adequate personal protective equipment are provided;
- Sufficient resources and support is available to all employees with regard to mental health concerns as they may arise;
- Information, instruction, training and supervision is provided to ensure the health, safety and mental well-being of its employees and that of persons who may be affected by their work activities; and
- A culture that supports an active, root cause approach to accident reduction in accordance with the principles of continuous improvement.

Directors and Managers have a key role in maintaining the health, safety and welfare standards of their employees and regard health and safety responsibilities towards persons under their direction, with equal importance to that of maintaining customer service levels and profitability.

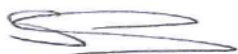
The effective implementation of this policy requires the co-operation of personnel at all levels and employees are reminded that they have specific legal responsibilities to:

- Ensure the health and safety of themselves and of any other persons who may be affected by their acts or omissions at work;
- Use equipment in accordance with the instructions and training provided;
- Report any work situation, which is considered to pose a serious and imminent danger;
- Co-operate with the Company to comply with any statutory requirement placed upon them; and
- Report any matter where it is considered that safety arrangements in force fail to reduce risk to an acceptable level.

The Country President is ultimately responsible for health and safety within Securitas and as such will ensure adequate resources are available to achieve the aims of this policy and monitor its effectiveness by;

- Appointing competent persons to have responsibility and oversight of the organisation's health and safety management system, providing advice to the Executive Board and Area operational management teams as required;
- Regularly review established health and safety metrics, objectives and goals through supporting and maintaining a continuous improvement approach to occupational health and safety in accordance with BS EN ISO 45001:2018.
- Integrate health, safety and welfare considerations into commercial and investment decisions, the design of services and in business relationships with suppliers and sub-contractors.
- Ensure provision is made to allow for consultation with employees as may be required either under agreement or directly.

The Chief Operations Officer, his Area Directors and Heads of Department are responsible for the implementation of this policy and its arrangements as defined within the Health & Safety Manual, its associated processes and procedures in relation to the activities under their control. This Policy will be reviewed annually, maintained in accordance with the Group Health & Safety Policy and updated as necessary to reflect any changes in the activities undertaken by the organisation, revised or new legislative requirements and amendments to the Securitas EHS Risk Register and/or Annual Plan.



**Shaun Kennedy**  
**Country President**  
**Securitas Services Holding UK Ltd**

**1 July 2022**