

Securitas Code of Conduct



Corporate Governance Securitas AB
Revised 2004-04-06

General Principles

Securitas' mission is to protect homes, workplaces and communities. For customers, employees, shareholders and other stakeholders to feel confident about the company, ethics and values have to play a prominent role in all our operations. Ethical conduct is good business. Ethics must be an everyday concern and every action taken by Securitas and by each employee must at all times satisfy the highest ethical, moral and legal standards.

Securitas' operations are based on three fundamental basic values: Integrity, Vigilance and Helpfulness.

Integrity – Securitas insists on honesty in the way it conducts its business. The success of any business is largely dependent upon the honesty and integrity of its employees. A Securitas employee must be honest in order to be trusted to work unsupervised on the customer's premises and with valuables. Securitas can never compromise in its demand for integrity and truthfulness. Integrity also includes openly expressing one's opinion and reporting improprieties and other relevant information.

Vigilance – Securitas insists on professionalism in the way we conduct our business. A Securitas employee must always be attentive and able to observe, listen and evaluate in order to protect the customer's premises and property and the ethics and values Securitas' stands for.

Helpfulness – Securitas is committed to making peoples lives safer. A Securitas employee should always be ready to help and assist. We must be ready to support and take care of our colleagues, clients and others who need assistance.

In order to successfully fulfil the responsibilities outlined in this document it is essential that Securitas continues to maintain and develop a sound and profitable business to support the continuing investments required to develop our business to meet customer needs.

Securitas insists that the principles in this Code of Conduct are respected and applied throughout the organisation and, within Securitas' sphere of influence, by all those with whom Securitas does business.

Society

As an industry leader Securitas has far-reaching responsibilities towards the countries and communities in which we operate. We must practice good corporate citizenship and comply with laws

Human Rights

Securitas expresses support and respect for fundamental human rights and recognises our responsibility to observe those rights when we conduct our business.

Among those rights that Securitas considers as fundamental are: freedom of thought; conscience and religion; freedom of opinion and expression; freedom from any kind of discrimination based on race, creed, colour, nationality, ethnic origin, age, religion, gender, sexual orientation, marital status, disability, or other status; freedom from arbitrary detention, execution or torture; and freedom of peaceful assembly and association.

Employees

Securitas' business is based on trust. To make sure that our customers trust us requires that all employees respect and protect our ethical philosophy and basic values as reflected in this code and in Securitas' employee guide "Basic Values".

Securitas strives to be the best at developing its business. The relationship with all employees must be built on mutual respect and dignity. We strongly believe in the connection between the competence of our employees and the result we achieve. To attract skilled people we have to be an attractive employer that offers good working conditions, fair wages and appropriate training.

As a market leader Securitas also has a responsibility to continue the development of the entire industry. By co-operating with trade organizations, unions, public authorities and law enforcement, Securitas helps to develop

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services and the market as a whole with the goal of raising standards and wages in the industry.

Securitas will not use forced or any form of involuntary labour or employ any person below the age of 15 or below the legal minimum age if higher than 15.

Securitas respects the rights of all employees to form and join trade unions of their choice and to bargain collectively in accordance with local laws and principles.

Securitas is an equal opportunity employer. Discrimination in hiring, compensation, training, promotion, termination or retirement based on ethnic and national origin, religion, sex or other distinguishing characteristic is never acceptable.

Securitas promotes a productive work environment and does not tolerate bullying or harassment.

Securitas recognises the importance of providing a safe and healthy working environment and taking necessary reasonable steps to prevent accidents.

Securitas recognises the importance of a continuous social dialogue.

Securitas recognises the importance of fair wages. Securitas' strategy is to raise wages to a level that meets or exceeds a "living wage" and wages and benefits shall at least equal the legal or industry minimum standards.

Securitas shall comply with applicable working time regulations reflected in national legislation or industry standards.

Business Ethics

Securitas insists on honesty, integrity and fairness and is strongly committed to upholding and promoting the highest ethical business standards in all aspects of our

business. Securitas recognises that corruption and anti-competitive measures distort markets and hamper economic and social progress. It is therefore essential for Securitas to avoid such practises.

We support efforts by international and national authorities to establish and enforce high ethical standards for all businesses.

Securitas shall comply with applicable competition legislation. Honest competition must be based on integrity, product quality, price and customer service.

Securitas does not accept soliciting or acceptance of bribes in any form.

Business decisions must always be based on objective reasons and criteria and employees must avoid conflict of interest between their private activities and their part in the conduct of Securitas' business.

Dialogue

Securitas recognises the importance of having an open communication with those that are affected by our operations, whether they are employees, clients, investors or the public and their representatives. Comprehensive corporate information is available for interested parties and Securitas will respond in a timely manner to inquiries.

Implementation

It is the responsibility of each Securitas employee to observe and promote this code. Each employee is requested to report violations of the code to his/her manager for investigation. If a complaint is not resolved or where the allegation is of a serious nature it must always be reported to local senior management who will ensure that a comprehensive investigation is carried out and, where necessary, that relevant corrective measures are implemented.

Securitas Code of Conduct draws on the following sources: the United Nations' Universal Declaration of Human Rights and The International Labour Organization's fundamental principles on rights at work.