Declaration of compliance with minimum legal and ethical standards

Securitas strives to always conduct its business in a sustainable way and in line with our core values Integrity, Vigilance and Helpfulness. We and our Business Partners are committed to maintaining the highest standards of integrity and compliance with applicable laws, rules, regulations and any codes of conduct in the regions in which we operate.

The Securitas Group is a signatory to the United Nations Global Compact and we support and respect the principles set out in the United Nations Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and OECD's Guidelines for Multinational Enterprises. We recognize our responsibility to promote and observe these principles when conducting our business.

Prerequisite for our Business Partners (Business Partners means subcontractors, technical partners and any other suppliers providing services for or on behalf of Securitas), is the acceptance and submission of this declaration of compliance with the following basic principles, which are based on nationally and internationally recognized standards, treaties and agreements. These will be the basis of the further partnership. They apply between the Business Partner and the contracting Securitas entity (the Securitas group of entities according to Section 15 et seq. German Stock Market Act (AktG) hereinafter referred to collectively and individually as "Securitas").

Minimum wage/collective bargaining observance

The Business Partner complies with the Act on Mandatory Working Conditions for Workers Posted Across Borders and for Workers Regularly Employed in Germany (AEntG) and the Minimum Wage Act (MiLoG) as amended from time to time. The Business Partner shall pay its employees at least the minimum wage laid down in each case under these laws.

If the Business Partner is bound by collective bargaining agreements or provides services that are subject to a collective bargaining agreement declared to be generally binding, he observes the provisions of the collective bargaining agreement which apply to him.

The business partner undertakes to provide Securitas with up-to-date evidence of payment of the applicable minimum wage at any time upon request. This includes, in particular, records of hours worked and remuneration paid. These documents shall be checked in compliance with the applicable data protection laws (BDSG/GDPR) and exclusively to the extent necessary to fulfill the contractual and statutory control obligations. Securitas is entitled to withhold due payments by simple declaration to the business partner until the requested evidence has been provided.

The Business Partner informs Securitas in advance about the use of subcontractors within the scope of commissioned services. It undertakes and is responsible to impose on the subcontractors the terms and conditions set out in this Agreement and to monitor their compliance.

If employees of the Business Partner or of its subcontractors bring forward claims towards Securitas for violations of the aforementioned obligations of the Business Partner, the Business Partner shall immediately indemnify Securitas from this liability upon first request. The same applies if Securitas levied with penalties by public authorities as a result of breaches by the Business Partner or subcontractors attributable to it.

Anti-corruption

The Business Partner undertakes to take all necessary and appropriate measures to prevent corruption. In particular, the Business Partner undertakes not to offer, promise or grant or have offered, promised or granted, directly or indirectly, by itself or third-parties, any gifts or other benefits (such as money, monetary gifts or invitations that are not predominantly operational in character, e.g. invitations to sporting events, concerts, cultural events) to employees and directors of Securitas, including their relatives.

Sanctions lists

The Business Partner confirms that it is not on a Sanctions List (i.e. any of the lists of specifically designated nationals or designated per-sons or entities (or equivalent) in relation to Sanctions, each as amend-ed, supplemented or substituted from time to time) and is neither directly or indirectly controlled or owned by a person or company on a Sanction List. "Ownership" and "Control" have the meaning given to them in the applicable Sanctions or in any official guidance in relation to such Sanctions.

The Business Partner confirms that, without the prior authorization from a competent authority (where permitted), it does not engage in any direct or indirect activities that are subject to Sanctions (i.e. economic or financial sanctions or trade embargoes or other equivalent restrictive measures imposed, administered or enforced from time to time by the European Union, the governments of other member states of the European Union, the United Nations Security Council, the United States government or an United States agency (including OFAC, the US State Department, the US Department of Commerce and the US Department of Treasury) or the equivalent regulator of any other country which is relevant to the Business Partner and/or its services).

Ethics, Integrity & Compliance

At Securitas, we place a strong emphasis on ethics, integrity and compliance. We strive to always conduct our business in a sustainable way and in line with our core values, Integrity, Vigilance and Helpfulness. We are committed to maintaining the highest standards of integrity and compliance with applicable laws, rules, regulations and any codes of conduct in the jurisdictions where we operate.

We expect our Suppliers to abide by the same principles which we have summarized in our Securitas Business Partner Code of Conduct that you can find in its current version (as amended from time to time) under https://www.securitas.de/geschaeftspartner.

You can find further information about our approach on values and ethics available under werte-und-verhaltenskodex-2025.pdf.

Conflicts of Interest

A conflict of interest exists when a person’s interests can influence that person's loyalties, judgment, and actions. Since all business decisions must always be based on objective reasons and criteria, all Business Partners must take all reasonable steps to avoid conflicts of interest or perceived conflicts of interest while conducting business with Securitas. They must also disclose actual, potential, or perceived conflicts of interest to Securitas.

Integrity Line

Securitas has a zero-tolerance policy against illegal behaviour.
If you find that you are or any other person are not complying with our applicable principles or laws, or if you have serious concerns, we rely on you to provide us with the necessary information to investigate and resolve the issue. We have a reporting system for this, the so-called Securitas Integrity Line. For more information, please visit: https://www.securitas.de/about/#about-us

I have read and understood the Declaration of compliance with minimum legal and ethical standards, its conditions and information as well as related documents, and confirm that I comply with these expectations and will withhold the principles in my business (e.g. through adequate policies, procedures or the like).

This specifically applies to compliance with:

- **laws and integrity**
- **human rights and working conditions**
- **business ethics**
- **the expected conduct on conflicts of interest**
- **environmental sustainability**
- **the expectation to raise concerns about suspected breaches of the Code of Conduct.**

I further confirm that this Declaration becomes part of all legal relationships that I or the company I represent enter(s) into with companies in the Securitas Group, irrespective of whether or not the contract expressly refers to this Declaration.

I certify that there is no conflict of interest between my organization and Securitas; and I certify that in the event of such a conflict, I will immediately report it to Securitas, providing the information required.

I am aware that a breach of this Declaration may entitle Securitas to extraordinary termination of the contractual relationship(s) entered into and may result in claims for damages. Other rights to which Securitas is entitled under a contractual relationship remain unaffected by this.

I undertake to confirm compliance with the above conditions annually at the request of Securitas and to provide current evidence upon request. In addition, I undertake to notify Securitas immediately and without being asked if there are any significant changes or a breach of any of these conditions.

Name of Business Partner: _____

Authorized Signatory's Name: _____

_____ _____

Date and Signature | Company Stamp