



**AGREEMENT**

**BETWEEN**

**SECURITAS AB (publ)**

**AND**

**UNION NETWORK INTERNATIONAL**

**AND**

**SWEDISH TRANSPORT WORKERS' UNION**

**ON**

**THE DEVELOPMENT OF GOOD**

**WORKING RELATIONS**

**IN**

**THE SECURITAS GROUP**

Two handwritten signatures are located in the bottom right corner of the page. The first signature appears to be "PU" followed by a checkmark, and the second is a cursive signature.

## 1. PREAMBLE

This agreement (the "Agreement") has been concluded between Securitas AB (publ) ("Securitas"), parent company in the Securitas Group and Union Network International ("UNI") / The Swedish Transport Workers' Union ("Transport").

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 it conducts its 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.

The Agreement is based on the signatories' joint commitment to respect and secure the fundamental basic values and principles reflected in Securitas' Code of Conduct (the "Code"), attached hereto as Annex 1.

This Agreement sets out, by reference to the attached Code, guiding core principles by which Securitas and UNI / Transport will work in order to secure the compliance of the rights and principles established therein.

## 2. IMPLEMENTATION

The parties agree that Securitas' business is based on trust. To make sure that Securitas is trusted in the countries and communities in which it operates and by its customers, employees and other stakeholders, all employees must respect and protect Securitas' ethical philosophy and basic values as reflected in the Code and in Securitas' employee guide "Basic Values".

The parties expect all employees to respect the norms and principles reflected in the Code which is to be respected and applied throughout the Securitas Group and, within Securitas' sphere of influence, by all those with whom Securitas does business. If a business partner does not fulfil the requirements set out in the Code and does not undertake to comply with the Code upon written request from Securitas, Securitas shall consider not doing business with that particular partner.

UNI / Transport will publicly support companies that they consider to be leaders and frontrunners in the security services industry.

Securitas will ensure that appropriate translations of the Code and this Agreement are available throughout its organisation.

UNI / Transport undertake to inform affiliated trade unions as well as other trade union organisations representing employees of the Securitas Group about the content of the Code and this Agreement.



The parties believe in co-operation and Securitas will respect 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. In order to ensure harmonious labour relations, the parties agree that when a UNI affiliated union notifies Securitas of its intention to organise security officers in a given area, the local parties should, in accordance with local laws and principles, designate appropriate representatives to meet in order to establish a relation built upon a professional and respectful manner. The local parties will adhere to the following basic principles:

- a) The organisational process shall ensure that the company shall remain competitive within the market being organized.
- b) The company shall recognise the union as the representative of the employees so long as the union satisfies the minimum legal requirements for recognition under applicable law. Upon recognition the local parties will agree on the principles for the continuous cooperation and after recognition the ongoing mechanism for union access to employees. This could include, for example, access to company sponsored training and access to introduction meetings.
- c) The company will provide assistance in the organizational process in accordance with local laws and principles. Such assistance shall, if possible in accordance with local laws and principles, include the supply of relevant employee related information. The company will enable local union representatives to arrange meetings with employees in a non-disruptive manner.
- d) In cases of non-compliance with the norms and principles of the Code the parties are prepared to co-operate in order to find acceptable and practicable solutions in each individual case.

The parties acknowledge that social, cultural, legal and other factors may differ from country to country and that such differences naturally have to be taken into consideration in the application of the Code.

In order to fulfil the implementation of the Code the parties agree to set up an implementation group consisting of two members from UNI / Transport and two members from Securitas (the "Implementation Group").

The Implementation Group will meet annually to review the implementation of this Agreement and any reported breaches of its terms. The meeting of the Implementation Group will be held in conjunction with the annual meeting of Securitas' European Works Council. In exceptional cases the Implementation Group will meet by mutual agreement.

The Implementation Group may, if required in order to fulfil the implementation of the Code in a particular country, decide to establish a local implementation group consisting of members from Securitas' senior local management and members from the appropriate local UNI affiliated trade union.

The parties accept that effective local monitoring of this Agreement must involve the local management, the employees and their representatives, health and safety representatives and local trade unions.

Although Securitas may, at any time, make necessary changes or amendments to the Code, Securitas undertakes to consult the employee representatives of the Implementation Group prior to any changes or amendments.

Each party will, in accordance with applicable local legislation and principles, ensure that the other party is provided with information to enable monitoring of the compliance with this Agreement.

### 3. INFRINGEMENTS

- a) It is the responsibility of each Securitas employee to observe and promote the Code. Each employee is requested to report violations of the Code to his/her manager for investigation. If a complaint is not resolved within a reasonable time or where the allegation can be considered to be of a serious nature it must always be reported to local senior management who will ensure that a comprehensive investigation is carried out and, when necessary, that relevant corrective measures are implemented.
- b) If the complaint is not resolved with local senior management according to Clause a) above, the union representatives may refer the matter to the appropriate national union organisation who may raise the issue with Securitas' country president.
- c) If the complaint is still unresolved after the measures in Clauses a) and b) above, representatives of the national union will inform the union representatives of the Implementation Group about the matter who may then decide to raise the matter with Securitas' representatives in the Implementation Group.

### 4. ADMINISTRATION, INTERPRETATION AND DURATION ETC.

Securitas and UNI / Transport are responsible for the administration of this Agreement.

The parties agree that all conversations and negotiations taking place pursuant to this Agreement shall be held in a professional and respectful manner. Information exchanged between the parties which are of a confidential nature shall remain in confidence and shall not be disclosed to third parties.

The parties agree that any differences with respect to the implementation or interpretation of this Agreement shall be discussed in the Implementation Group, for the purpose of making recommendations to the parties concerned.

For the avoidance of any doubt, it is acknowledged that this Agreement shall not in any way replace any applicable collective bargaining procedures or other labour related procedures or regulations or local industry practice under national law or otherwise be used as a parallel route to solve local or national issues or disputes related to labour matters.

This Agreement shall come into effect as from the date of signing. The period of agreement shall be two (2) years. In the event that neither party has given written notice of termination to the other party six (6) months prior to the expiration date, this Agreement shall continue in full force during successive periods of one (1) year until terminated at the end of each such one year period by either party giving to the other party a written termination not less than six months in advance. After negotiations a party may also terminate this Agreement with immediate effect upon any material breach of contract by the other party.

This Agreement shall be governed and construed in accordance with the laws of Sweden.

Any notice relating to this Agreement shall be made in writing and sent to the address shown below or such other address as such addressee shall have designated in writing to the other party:



**If to Securitas:**

Securitas AB  
Lindhagensplan 70  
P.O. Box 12307  
SE-102 28 Stockholm  
Sweden

**If to UNI / Transport:**

Union Network International  
Ave. Reverdil 8-10  
CH 1260 Nyon  
Switzerland

Swedish Transport Workers' Union  
Box 714  
101 33 Stockholm  
Sweden

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This Agreement has been executed in three (3) copies, of which the parties take one each.

**SECURITAS AB (publ)**

**UNION NETWORK INTERNATIONAL /  
SWEDISH TRANSPORT WORKERS UNION**

30/3 2006  
Date

March 30 2006  
Date

SECURITAS  
By

uni  
By

[Signature]  
Name

[Signature]  
Name

Sw. Trp. W. U.  
By

[Signature]  
Name

[Signature]  
[Signature]



**SECURITAS**

**CODE OF CONDUCT**



## 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 and regulations wherever we do business.

## 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 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 principle.

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 corrupt

tion and anti-competitive measures distort markets and hamper economic and social progress. It is therefore essential for Securitas to avoid such practices. 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.

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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.

