

This policy statement is issued by Securitas Services Holding (UK) Limited and applies to all its subsidiary companies and their employees. Securitas is committed to ensuring the health, safety and welfare of our employees, and of other people who could be affected by our activities. In line with the Health and Safety at Work etc. Act 1974 and other applicable legislation, we will assess risks and put in place arrangements that, so far as is reasonably practicable, ensure:

- A consistent commitment to eliminating hazards and reducing occupational health and safety risks, including regular risk assessments carried out, where appropriate, in consultation with employees and their representatives
- Workplace environments that are maintained in a safe condition
- Work equipment and systems of work that are safe and without risk to health
- Appropriate welfare facilities and adequate personal protective equipment
- Sufficient resources and support for all employees in relation to mental health concerns as they may arise
- Information, instruction, training, and supervision to protect the health, safety, and mental well-being of our employees and of people who may be affected by their work activities
- A culture that supports an active, root-cause approach to accident reduction, in line with the principles of continuous improvement, including arrangements for reporting, investigating, and learning from work-related accidents, incidents, and near misses
- An active approach to addressing the risks and opportunities presented by climate change

Directors and managers have a key role in maintaining health, safety, and welfare standards. They regard these responsibilities as critical and of primary importance, and they contribute directly to maintaining customer service levels and profitability.

The effective implementation of this policy requires the cooperation of people at all levels. Employees are reminded that they have specific legal responsibilities to:

- Protect their own health and safety and that of any other person who may be affected by their acts or omissions at work
- Use equipment in line with the instructions and training provided
- Report any work situation that is considered to pose a serious and imminent danger
- Cooperate with the company to comply with any statutory requirement placed upon them
- Report any situation where they believe that existing safety arrangements do not reduce risk to an acceptable level.

The country president is ultimately responsible for health and safety within Securitas Services Holding (UK) Limited and all its subsidiary companies. The country president will ensure that adequate resources are available to achieve the aims of this policy and will monitor its effectiveness by:

- Appointing competent people to oversee the organization's health and safety management system, and to provide advice to the executive board and area operational management teams as required
- Regularly reviewing established health and safety metrics, objectives, and goals, and supporting a continuous improvement approach to occupational health and safety in line with BS EN ISO 45001:2018
- Integrating health, safety, and welfare considerations into commercial and investment decisions, the design of services, and business relationships with suppliers and subcontractors
- Ensuring that there are arrangements for consultation with employees, either under agreement or directly, as required
- Actively supporting and contributing to the achievement of Securitas Group occupational health and safety objectives and targets, including those relating to the reduction of work-related accidents and occupational ill health

All subsidiary company directors, area directors, operational, sales, and technical directors, along with heads of department, are responsible for implementing this policy and its arrangements as defined within the health and safety management system, and its associated processes and procedures, for the activities under their control.

This policy will be reviewed annually. It will be maintained in line with the Securitas Group Health and Safety Policy and updated as necessary to reflect:

- Changes in the activities undertaken by the organization
- Revised or new legislative requirements
- Amendments to the Securitas environment, health and safety (EHS) risk register and/or annual plan

Nadine Matthews

Director
Securitas Services Holdings (UK) Ltd

19 March 2026