

A woman with light brown hair, wearing a yellow and black Securitas uniform, is smiling and looking towards the camera while driving a vehicle. The background shows the interior of the vehicle and a blurred outdoor scene.

Sustainability Report
2016



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Sustainability reporting

For 2016, Securitas AB is publishing a sustainability report prepared according to the G4 Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI). The report was prepared in accordance with the Core application level. Unless otherwise noted, the report pertains to the 2016 calendar year. The sustainability report is a complement to the Securitas AB Annual Report 2016 and includes all companies in the Securitas Group, unless otherwise specified. The report has not been reviewed by an external third party.

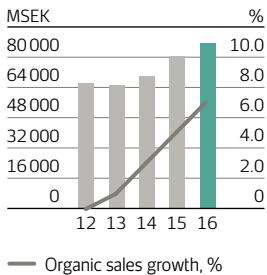


Securitas in Brief

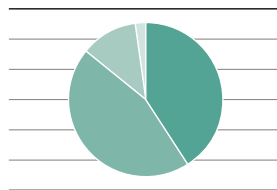
Securitas operates in 53 countries throughout North America, Europe, Latin America, Africa, the Middle East and Asia and employs more than 335 000 people.

Securitas serves a wide range of customers of all sizes in a variety of industries and customer segments. Security solutions based on customer-specific needs are built through different combinations of on-site, mobile and remote guarding, electronic security, fire and safety and corporate risk management.

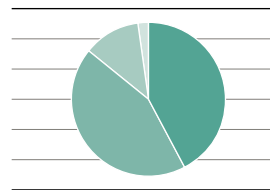
Total sales and organic sales growth



Sales per segment



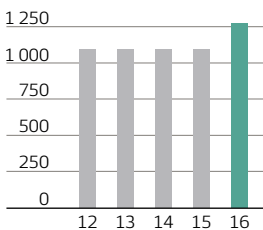
Salaries and benefits per business segment, MSEK (%)



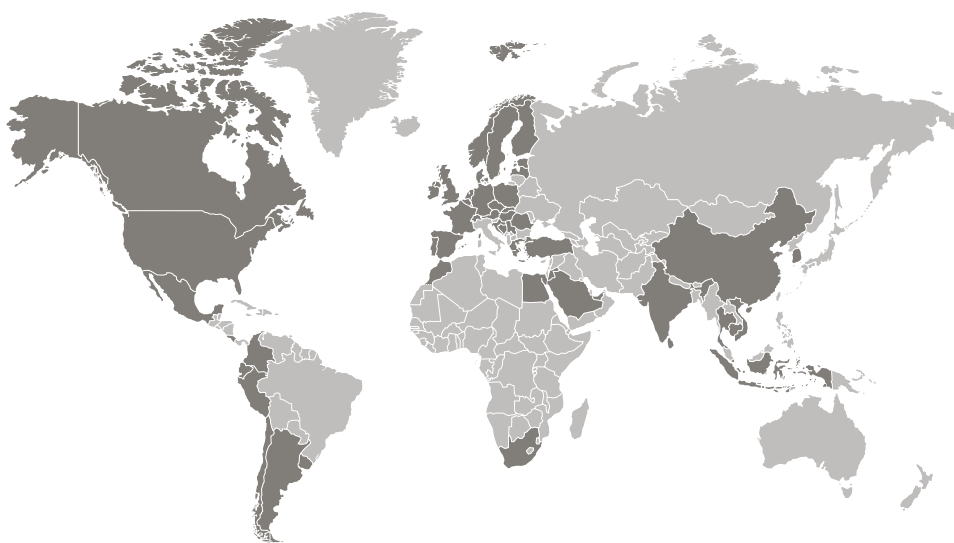
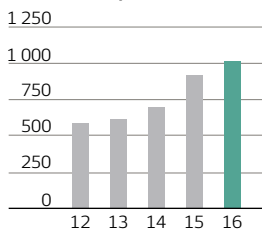
- Security Services North America 41%
- Security Services Europe 45%
- Security Services Ibero-America 12%
- Other 2%

- Security Services North America 29 380 (43%)
- Security Services Europe 29 848 (43%)
- Security Services Ibero-America 8 609 (12%)
- Other 1 313 (2%)

Dividend, MSEK



Current taxes paid, MSEK



Markets in which Securitas conducts operations:

Argentina, Austria, Belgium, Bosnia and Herzegovina, Cambodia, Canada, Chile, China, Colombia, Costa Rica, Croatia, Czech Republic, Denmark, Ecuador, Egypt, Estonia, Finland, France, Germany, Greece, Hong Kong, Hungary, India, Indonesia, Ireland, Jordan, Latvia, Luxembourg, Mexico, Montenegro, Morocco, the Netherlands, Norway, Peru, Poland, Portugal, Romania, Saudi Arabia, Serbia, Singapore, Slovakia, South Africa, South Korea, Spain, Sri Lanka, Sweden, Switzerland, Thailand, Turkey, the United Arab Emirates, the United Kingdom, Uruguay, the USA and Vietnam.

Leading the Industry in a Sustainable Way

Securitas is the knowledge leader in security, specialized in protective services built on technology, people and knowledge. By providing safety to the communities where we operate, we contribute to a more sustainable society. We lead by example and aim to conduct all aspects of our operations in a responsible way.

2016 was characterized by increased levels of uncertainty in the world, not least as a result of heightened terrorist threats and increased security needs due to the refugee situation in many countries. Securitas was able to fulfill a critical function in society by mobilizing resources and providing security for our customers and I am proud of our employees, who have responded to tough challenges with speed, alertness and integrity, often under extraordinarily difficult conditions.

Securitas is leading the ongoing transformation of the security industry from traditional guarding to a much broader spectrum of protective services, combining on-site, mobile and remote guarding with electronic security solutions, fire and safety, and corporate risk management. Our focus on achieving our long-term financial goals while delivering superior customer value in our daily operations is proving successful.

Our performance in 2016 reflects a core business that is fundamentally strong, with stable income and good growth. Continued growth is the foundation for a sustainable business – economically, socially and environmentally – and a main prerequisite for us to remain a solid employer to our more than 335 000 employees. Attracting, retaining and continuously developing our people is key to ensuring that we are able to fulfill our customer commitments and keep the position as one of the world's leading security companies. We work actively with occupational health and safety issues and we also use our size and influence to develop the security industry in terms of working conditions. Securitas is a signatory of UN Global Compact and commit to its ten principles.

Acting with integrity and ensuring we take an active stand against corruption are prioritized issues for us. We train our employees in awareness and management of suspected corruption in all our markets and we have a zero-tolerance policy against all forms of bribery and corruption. Non-compliance

with Securitas' Values and Ethics Code is included in the Group's enterprise risk management process.

Corporate social responsibility is well integrated into our operations. We believe it ensures long-term growth and that it gives us a competitive advantage. Securitas is one of few security companies that can take on the security challenges of today's world in a sustainable way.

Alf Göransson
President and CEO Securitas AB



Sustainability Strategy

Securitas' strategy is to be the leading security company, specializing in protective services based on people, technology and knowledge. The sustainability strategy is based on our fundamental values - Integrity, Vigilance and Helpfulness - and guided by our key corporate policies and guidelines, such as Securitas' Values and Ethics Code.

Securitas' core business is security. By providing safety to the communities where we operate, we contribute to a more sustainable society. We lead by example and aim to conduct all aspects of our operations in a responsible way. To us, corporate social responsibility is a business approach that delivers economic, social and environmental benefits to our stakeholders and adds value to the Securitas brand. We enjoy a strong reputation and living up to our customers' and other stakeholders' expectations is a vital part of our strategy.

Our customers can be found in nearly all industries and segments and some operate in sectors that are important for the whole of society. By providing them with high-quality security solutions and operating in a responsible and sustainable manner, our customers can focus on their core business and develop.

Securitas' strategy is to move up the value chain and offer security solutions instead of only traditional manned guarding. This will enable us to operate in a way that is in line with our standards. Our position as one of the largest companies in the industry enables us to work actively toward improving the status of the security officers and the conditions in the security business, for example, through active dialog with authorities, industry associations and unions.

To meet our stakeholders' expectations of us as a responsible, honest and transparent company, Securitas strives to continuously improve our sustainability work and communication. Submitting a sustainability report according to the GRI guidelines for the 2016 financial year forms part of this aim.

How We Lead and Manage Our Sustainability Work

Conducting our business according to laws and regulations, maintaining high business ethical standards and upholding our shared values are important components of all of Securitas' operations.

At Securitas, corporate social responsibility (CSR) is an integral part of our everyday work, and sustainable operations are the foundation for our long-term growth. The business must be sustainable, not only financially, but also socially and environmentally.

Structured sustainability work

Our values have served as the foundation for our work for many years and our structured and systematic sustainability work is based on Securitas' Values and Ethics Code, one of our key corporate policies.

- All employees and business partners are expected to comply with the laws and regulations in the countries in which Securitas operates
- Securitas will comply with economic and trade sanctions issued by the United Nations, the European Union and the United States of America, where applicable
- Securitas supports and respects the fundamental human rights set out in the United Nations Universal Declaration of Human Rights. We also support the principles set out in the ILO's Declaration on Fundamental Principles and Rights at Work and OECD's Guidelines for Multinational Enterprises
- Securitas does not employ or accept any form of child labor or forced or bonded labor
- All employees are trained in Securitas' Values and Ethics Code, to ensure that they understand and comply with the code
- Securitas encourages all employees to report incidents of non-compliance with Securitas' Values and Ethics Code. This can be done through various channels, for example, the Group reporting system, Securitas Integrity Line
- Non-compliance with Securitas' Values and Ethics Code is considered a risk, and as such, it has been classified as one of six prioritized risks in the Group's enterprise risk management process
- Securitas has a zero-tolerance policy against all forms of bribery and corruption, including facility payments. Securitas' Values and Ethics Code and the Securitas anti-corruption policy set out minimum requirements that ensure compliance with the law
- All supply arrangements should be in accordance with applicable laws and all suppliers must comply with Securitas' Values and Ethics Code
- To meet the requirements of customers and other key stakeholders regarding transparency and communication, Securitas submitted this sustainability report according to the GRI G4 Sustainability Reporting Guidelines for the financial year 2016

Organization

Board of Directors

The Board decides on Securitas' CSR strategy and policies.

President and CEO

Alf Göransson, President and CEO of Securitas AB, has ultimate responsibility for the realization of the Group's sustainability work.

Group CSR Steering Committee

The Group CSR Steering Committee establishes the principles for Securitas' CSR work and closely follows up cases of alleged non-compliance with Securitas' Values and Ethics Code, reported through the different reporting channels. The committee meets regularly.

Group CSR Officer

The Group CSR Officer leads the daily work, and in addition to following the regular reporting line, also reports to the Board of Directors' Audit Committee. Responsibilities include coordination of corporate social responsibility activities across the Group, which involves working closely together with other core functions, for example, the legal and risk organization at different levels in the company, as well as HR managers at the country level. Other responsibilities include stakeholder engagement on CSR issues, and supporting the countries of operation with respect to sustainability matters.

Policies

Securitas conducts its business according to all applicable local laws and regulations. Securitas' Group Policies establish the framework for all policies and compliance monitoring in the Group. Several of these policies relate to our sustainability work:

Securitas' Values and Ethics Code sets out the principles to which we adhere regarding human rights, employees, business ethics, environment and community involvement

Securitas Anti-Corruption Policy clearly sets out the principle of zero tolerance for any corrupt practices, with clear definitions, requirements for risk assessment, guidance regarding third-party relationships, training and follow-up

Securitas Group Emissions Policy states that we should strive to continually reduce our climate impact, focusing primarily on the energy and transport areas

Securitas Supplier and Subcontractor Policy establishes that all supply arrangements should be in accordance with applicable laws and all suppliers shall comply with Securitas' Values and Ethics code.

Sustainability indexes

- STOXX Global ESG Leaders (STOXX)

International commitments

- UN Global Compact
- CDP
- Security Ligue's Code of Conduct and Ethics
- International Code of Conduct Association
- EcoVadis

A Broad Approach to Sustainability

Prerequisites for reporting

Securitas AB's sustainability report is prepared according to the G4 Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI). The report was prepared in accordance with the Core application level. Unless otherwise noted, the report pertains to the 2016 calendar year. The sustainability report is a complement to the Securitas AB Annual Report 2016 and includes all companies in the Securitas Group, unless otherwise specified. The report has not been reviewed by an external third party.

Securitas AB's sustainability report describes the Group's work with regards to economic, environmental and social aspects. Information and key indicators have been selected based on the areas deemed most important for Securitas to measure, follow up and communicate. The basis for the materiality analysis is the stakeholder dialog, where key external and internal stakeholders' views are considered. This process provides a way for Securitas to continuously improve its sustainability work and communication. Both external and internal stakeholders stated employees' working conditions, including labor relations and training, as the most relevant sustainability issue for Securitas.

Definitions

The sustainability report includes all companies in the Securitas Group, unless otherwise specified. In certain indicators data also from the associated companies in India and Vietnam is included in the sustainability report.

Operations outside of Securitas' direct control, such as suppliers and customers, are not included in the report.

Deviations

The report is prepared according to the G4 Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI). If an assessment of the collected data has shown that the quality in certain areas is not sufficiently high, that particular data has not been included in the report. Examples of this include presentation by gender or by age group in certain indicators. These deviations are specified in the GRI Index.

Contact person

Cecilia Alenius
Group CSR Officer
E-mail address: cecilia.alenius@securitas.com

How we Create Value

For our customers

Securitas' broad range of increasingly sophisticated security solutions means fewer incidents and business interruptions. With better risk analysis and improved proactivity, crime, fire and other threats can be prevented, resulting in strengthened security and lower costs from damages and disturbances. New technology, in combination with specialized security officers, enables Securitas to deliver more segment and customer-specific solutions that not only protect our customers and prevent incidents and crimes, but also – in many cases – support their business and add value.

For our shareholders

A growing share of security solutions means more than just higher income and operating margin growth, it also helps Securitas reach our financial goals. In addition, it enhances the stability and predictability of future income and cash flow. Other benefits include a higher customer retention rate through longer contract durations and a stronger position for contract renewal. For shareholders, this entails a better and more stable cash flow and a means for Securitas to stay ahead of the competition.

For our employees

In order to attract, retain and develop our employees, Securitas strives to be a reliable employer. Employees who remain with the company longer become more qualified through training and experience, and are a vital part of realizing our strategy to offer protective security through our security solutions. This is achieved through continuous development of processes for recruitment, onboarding and talent management. Securitas also utilizes tools such as employee surveys and several channels for reporting cases of non-compliance with Securitas' Values and Ethics Code. Health and safety work are vital to our operations and the security officers deployed receive training, instructions and equipment in line with the assignment.

For society

Safety and stability are key in a well-functioning community. Securitas' role is to help companies, infrastructure and government authorities to operate the way they are intended, without interruptions. The protection of workplaces, public areas and properties plays an important part in how we contribute to a safer and more sustainable society. As one of few global security companies with the track record, expertise and capacity to protect core functions of society, Securitas' responsibility is of even greater importance in times of uncertainty and insecurity.

Customer satisfaction surveys

Customers are an important stakeholder group and customer satisfaction surveys is one way of maintaining a constructive dialog with this group.

57% of all countries of operation conduct regular customer satisfaction surveys.

The three key conclusions from surveys conducted in 2016 are:

- > **Training** – the security officers need the correct training for the assignment
- > **Increased communication** – more communication to make things easier for our customers
- > **Service quality** – continue to ensure high quality with respect to services and personnel

Definitions according to GRI G4

Our Core Business Contributes to a More Sustainable Society

Securitas' core business is security. By providing safety to the communities where we operate, we contribute to a more sustainable society. We lead by example and aim to conduct all aspects of our operations in a responsible way.

Safety and stability are key in a well-functioning community. Securitas' role is to help companies, infrastructure and government authorities to operate the way they are intended, without interruptions. The protection of workplaces, public areas and properties plays an important part in how we contribute to a safer and more sustainable society.

As one of few global security companies with the track record, expertise and capacity to protect core functions of society, Securitas' responsibility is of even greater importance in times of uncertainty and insecurity.

Securitas is the knowledge leader in security, specialized in protective services built on technology, people and knowledge. Our reputation is strong; living up to our customers' and other stakeholders' expectations is our number one priority. For Securitas, this means delivering high-performance security while making sure our business and operations are sustainable.

Our people - the core of Securitas

We employ more than 335 000 people around the world, distributed across 53 countries. Attracting, retaining and continuously developing our people is therefore key to ensuring that Securitas is able to fulfill our customer commitments. Employees who remain with the company longer become more qualified through training and experience, and are a vital part of realizing our strategy to offer protective security through our security solutions. To secure our position as one of the leading global security companies, we must continue to train and develop our employees at all levels. This is achieved through continuous development of processes for recruitment, onboarding and talent management.

As part of our aim to offer predictive security solutions, Securitas values good relations with unions and their representatives, based on open dialog. We have a global contract with UNI Global Union (UNI) and the Swedish Transport Workers'

Association, and the European Workers' Council (EWC) in our European division. Securitas meets UNI and the EWC regularly, actively discussing many key issues concerning our employees. Our engagement with unions ultimately strengthens the development of the industry. In countries where Securitas does not have collective bargaining agreements or union representation, we encourage other ways of maintaining open dialog with our employees.

Health and safety

Health and safety work are vital to our operations and often form part of the services we offer our customers. Our security officers are trained not only to protect their own health and safety, but also to help others while on assignment, for example, by performing first-aid and CPR. Health and safety aspects can vary depending on the assignment, and customer sites are therefore assessed from a health and safety perspective. The security officers deployed receive training, instructions and equipment in line with the assignment. Many countries of operation are OHSAS 18001 certified, but we also work actively with occupational health and safety issues in countries that are not certified.

A frequent question concerns the health and safety aspects associated with the risk that our security officers may be exposed to violence in the line of duty. Since the risk of violence is an inevitable occupational hazard in the security industry, Securitas makes extensive efforts to secure the health and safety of both our officers and the individuals they must, from time to time, act against. The use of violence is not permitted. If threatening situations occur, our officers are instructed to avoid confrontation and await the arrival of the police. The vast majority of our security officers do not carry weapons. Those who do have undergone specialist training and licensing requirements, and are usually placed in special assignments.

Human rights

Securitas uses its size and influence to develop the security industry in terms of working conditions. As a leading actor in the security market, it is important we pay wages that meet or exceed industry levels. Securitas has sound processes in place to ensure we live up to all legal standards, following local and regional legislation and regulations regarding social security charges and taxation.

To assess and verify our ability to operate in a new market in an acceptable way, a thorough risk analysis is conducted prior to entering a new market. The issues and market conditions analyzed include human rights and risk of corruption when conducting business. When deemed necessary, customers can also be risk assessed.

As a large employer, Securitas always strives to listen to its employees. One important tool in this regard is our recurring employee surveys; another is the use of internal reports of non-compliance with Securitas' Values and Ethics Code. We believe it is important to have several different communication and reporting channels. Those include employee ombudsmen, a local call center or an internal e-mail address. All employees are informed about the Securitas Integrity Line (Securitas Hotline in the US and Canada, Linea de Alerta in Mexico), which is manned around the clock and is also open to external parties.

Proactive risk management

Not complying with Securitas' firmly established Values and Ethics Code is considered an operational risk, and as such, is classified as one of six prioritized risks in the Group's enterprise risk management process. To proactively address this issue, all countries of operation must complete annual self-assessments concerning processes and procedures for implementing and complying with the Code and other Group-wide policies and guidelines. Results are analyzed closely, with the country president ultimately responsible for acting on any identified deviations. Specific attention is given to newly acquired companies to ensure their adherence to the Group's policies and processes. If required, internal or external audits may be carried out.

Prior to acquiring a company in a country where Securitas does not currently conduct operations, a comprehensive country focused risk assessment is carried out. The assessment and analysis cover issues of corruption, human rights, local legislation and other market conditions relevant to conducting operations. Securitas' sources of information include trusted organizations, such as Transparency

International and Human Rights Watch. If the assessment shows that it will be very difficult to conduct business in an acceptable way, Securitas will not enter the market. Operations are not conducted in markets subject to war or armed conflict.

If the conditions are satisfactory and Securitas proceeds with an acquisition, the customary due diligence process is supplemented with, for example, background checks of key personnel and verification against sanction lists.

To further strengthen Securitas' proactive approach to risk management, a Group wide governance, risk and compliance (GRC) system is used. The system facilitates cross-functional workflows between legal, risk, management assurance and CSR functions. It also provides our managers with a better overview. For further information on Securitas' enterprise risk management, please see pages 16-23.

Anti-corruption

Acting with integrity and ensuring we take an active stand against corruption are prioritized issues for Securitas. Certain markets are more challenging than others in this regard. However, this does not mean that low-risk countries are not subject to situations of bribery or corruption. For Securitas, it is important to train our employees in awareness and management of suspected corruption in all our markets.

Securitas' anchored anti-corruption policy provides definitions and examples as well as assistance in evaluating whether or not a situation complies with our zero-tolerance policy against all forms of bribery and corruption, including facility payments. Securitas' Values and Ethics Code and the anti-corruption policy set out minimum requirements that ensure compliance with applicable local and extraterritorial laws. Local entities are subsequently asked to create their own detailed policies for gifts and entertainment. Relevant managers and administrative staff have to complete a detailed e-learning course on the anti-corruption policy.

Sustainability reporting

Securitas annually publishes a sustainability report according to the Global Reporting Initiative's guidelines in order to meet the requirements of customers and other key stakeholders regarding transparency and communication. The stakeholder dialogs during 2016 again confirm that the top priority for Securitas is working with and disclosing key figures for working conditions and labor relations.



With more than 335 000 employees, working conditions are key. But we must also operate in an ethical manner and offer high-quality services. Only then will all of our areas of operation become sustainable.

Comprehensive dialog with our stakeholders

Securitas aims to be a responsible, honest and transparent company. We encourage an ongoing dialog with our stakeholders in order to better understand their expectations and to identify areas in which there is room for improvement. We meet many of our stakeholders regularly during the course of our daily work, and once a year, key stakeholders are also invited to participate in a survey. Listed below are Securitas' key stakeholders and a description of how we engage with them.

Stakeholders	Dialog forums
<p>Customers We must have an in-depth understanding of our customers' needs and industry-specific requirements, both to provide optimal and cost-effective security solutions and to meet their requirements on us as a supplier regarding sustainability.</p>	<p>Securitas' employees at different levels frequently meet with customers and continuously engage in an dialog with them. Customer satisfaction surveys and evaluation reports are important tools.</p>
<p>Employees and employee representatives Securitas' most valuable assets are our more than 335 000 employees, distributed over 53 countries around the world. Past, present and future employees are important to Securitas and considered part of our company's foundation.</p>	<p>The most important forum is the ongoing daily dialog between our employees and Securitas managers at different levels. Securitas also utilizes tools such as employee surveys and several channels for reporting cases of non-compliance with Securitas' Values and Ethics Code. Securitas has a continuous dialog with local unions, UNI and the EWC.</p>
<p>Shareholders, investors and analysts An ongoing dialog with our shareholders and investors ensures the long-term development of our business.</p>	<p>We publish interim reports and other continuous financial information, organize Investor Days, and conduct other investor and analyst meetings, roadshows and conferences. At the Annual General Meeting, all shareholders are able to exercise their influence.</p>
<p>Suppliers Securitas has many suppliers in its operations. Ensuring that our suppliers follow our requirements concerning values and ethics, among other things, is essential to Securitas.</p>	<p>The main forum is the on-going dialog between our suppliers and Securitas representatives on all levels. In particular, when conducting negotiations for new contracts or re-negotiating existing contracts.</p>
<p>Industry organizations As one of the largest companies in the security industry, Securitas is a driving force in raising the standards and levels of professionalism in the industry.</p>	<p>Securitas holds memberships in local and global industry organizations, such as the Security Ligue, the American Society of Industrial Security (ASIS) and the International Code of Conduct Association (ICoCA). Meetings are conducted regularly.</p>
<p>Local communities Securitas plays an active role in thousands of local communities across the globe. Ensuring security and safety in all areas of society is a prerequisite for a functioning community.</p>	<p>As a large employer and a trusted partner to our customers, we engage in a constant dialog with different parts of the societies where we operate.</p>
<p>Policy-makers and authorities Securitas cooperates closely with authorities in all countries where we operate - both to improve our business conditions and to explore new business opportunities.</p>	<p>Securitas maintains a continuous dialog with authorities and policy-makers at the local, national and international level.</p>

Key issues

- ▶ The benefits of security solutions, with a higher degree of electronic security
- ▶ The cost efficiency of security solutions including technology
- ▶ Securitas' ability to ensure continuity and performance delivery

Securitas' approach

In a more clear, transparent and sustainable way, communicate the benefits of electronic security, providing data showing how a predictive approach increases the level of security and, at the same time, make security more cost efficient.

- ▶ Values and ethics
- ▶ Recruitment and onboarding
- ▶ Training and skill development
- ▶ Talent management
- ▶ Fair terms of employment
- ▶ Health and safety

In order to attract, retain and develop our employees, Securitas strives to be a reliable employer. Developing and upholding solid human resources processes is a vital factor to our success. Securitas values proactive relationships and a constructive dialog with local unions as well as global union associations.

- ▶ The bottom line effects of Securitas leading the transformation of the security industry
- ▶ How to manage the challenges related to the transformation to electronic-driven security solutions
- ▶ Maintaining stable and long-term operations

Provide solid data and figures supporting our strategy. Enhance the focus on how the transformation of offered services affects the financial results and how Securitas manages the risks associated with investing in electronic security solutions. Explain the benefits of the position as industry leader.

- ▶ Quality of procured goods and services
- ▶ Values and ethics requirements
- ▶ Compliance with anti-corruption policy
- ▶ Contract commitment and fulfillment of deliveries

Provide our suppliers with information regarding our Values and Ethics Code and include compliance with the Code in our supplier contracts. We also have specific guidelines and standards for suppliers and conduct supplier risk assessments when required.

- ▶ Status of security officers and the profession
- ▶ Remuneration issues
- ▶ Employee skills development
- ▶ Terms for values and ethics in the international security industry

Within industry organizations, strive to improve the status of the security officer profession, raise industry wage levels and intensify skills development efforts.

- ▶ Create work opportunities
- ▶ Equal conditions for men and women, ethnic and religious minorities, individuals with disabilities, etc.
- ▶ Procurement from local suppliers
- ▶ Contribution to increased security and safety in local communities, through cooperations

Active participation in various local projects, such as security training in schools, promoting cooperation with local communities and suppliers, mentorship programs for young people, and employment opportunities for people having difficulties entering the job market. Securitas always strives to be engaged in the local communities.

- ▶ Laws and regulations concerning the security industry
- ▶ Possibilities to expand assignments to ensure a safer society

Work to improve the business conditions in the security industry. Explore opportunities to take over non-core police tasks.

Sustainability progress 2016

	Priorities and results 2016	Priorities 2017
Securitas' Values and Ethics Code	<ul style="list-style-type: none"> ▶ The governance, risk and compliance (GRC) system was further improved. The system facilitates cross-functional work and improves processes and routines ▶ Seven country visits were conducted ▶ Effort to complete training in Securitas' Values and Ethics Code in all countries continued. In total, approximately 92 percent of managers and office personnel and 80 percent of security officers have completed the course ▶ Securitas Integrity Line was introduced in one country and has now been implemented in all 53 countries 	<ul style="list-style-type: none"> ▶ Continued follow-up of areas covered in the enterprise risk management self-assessments and other sustainability reporting, particularly concerning health and safety and human rights ▶ Support countries that have not yet completed the training in Securitas' Values and Ethics Code
Employee relations	<ul style="list-style-type: none"> ▶ Employee surveys were carried out in Security Services Europe (covering all employees) and Security Services North America (covering managers and office personnel) ▶ Five meetings were held with UNI and the EWC 	<ul style="list-style-type: none"> ▶ Follow-up of improvement actions set as a result of the outcome of the employee surveys ▶ Continue to engage in an active and constructive dialog with UNI and the EWC
CO₂ emissions	<ul style="list-style-type: none"> ▶ Average CO₂ emissions increased 0.7 percent for cars and 2.8 percent for minivans, mainly due to vehicles included in acquisitions carried out in 2016 ▶ Securitas reached a score of Performance band C in the 2016 CDP 	<ul style="list-style-type: none"> ▶ Continue efforts to reduce emissions from company-owned and leased cars and minivans ▶ Use results in CDP to drive change toward lower emissions
Reporting	<ul style="list-style-type: none"> ▶ An investor meeting with a sustainability focus was held in May 2016 ▶ External and internal stakeholders were invited to participate in Securitas' annual survey about our sustainability work and communication ▶ A survey was carried out regarding occupational health and safety work in countries that are not OHSAS 18001 certified 	<ul style="list-style-type: none"> ▶ Continuous stakeholder dialog ▶ Further increase the scope of the GRI report, including adding KPIs/indicators ▶ Consider the new legal requirements regarding sustainability reporting and a policy for Board and management diversity
Business practice	<ul style="list-style-type: none"> ▶ Implementation of Group guidelines for risk assessment of suppliers, including a due diligence process 	<ul style="list-style-type: none"> ▶ Launch of an e-learning course in Securitas' fair competition policy for relevant employees ▶ Follow up completion of the course in the anti-corruption policy for all relevant employees



CASE

Cooperation to find missing children in Belgium

Since 2012, Securitas in Belgium has been a partner of Child Focus, a foundation working to find missing children and protect abused children. The Belgian organization was founded in 1996 on the initiative of Jean-Denis Lejeune, one year after the disappearance of his own daughter, and is a member of Missing Children Europe, a federation of 30 members in 26 countries in Europe.

Child Focus works actively to protect missing children, abducted or runaway children, and sexually abused and exploited children. The organization provides psychological and legal support to the victims, both the children themselves and their parents. Child

Focus also informs the public of missing children and this is where Securitas plays an important role. Our security officers receive information about missing children, and watch for them during their working hours to help find them. If a security officer comes across someone who looks like one of the children, he or she informs Securitas Care Center. The Care Center, which is the contact point between Securitas and Child Focus, in turn alerts Child Focus so that they can take quick action.

Each year, Child Focus launches a new campaign to create awareness about their work. Securitas helps by distributing posters and other material.

Proactive Risk Management and Internal Control

Securitas' process for enterprise risk management (ERM) seeks to identify, prioritize and manage the key risks to our business at all levels and in all parts of the business. Securitas' internal control system is designed to manage, rather than eliminate, the risk of failing to achieve business objectives. The system provides reasonable, but not absolute, assurance against material misstatement or loss, as well as compliance with the main policies.

Internal control over financial reporting is included as a part of the overall internal control of Securitas and constitutes a central part of the Group's corporate governance. The description below covers a broader perspective on how Securitas' internal control is organized, using a structure based on the COSO model (2013, Framework), but also makes specific reference to items pertaining directly to internal control over financial reporting. On pages 19–23 we describe the company's enterprise risk management process, which sets the overall process for Securitas' proactive and continuous work with risk management and internal control. Securitas' insurance and claims strategy is to "act as if uninsured". Refer to page 44 in the printed Annual Report 2016 for more information about insurance as a risk management tool.

Control environment

The key features of the control environment include: clear terms of reference for the Board and each of its committees, a clear organizational structure with documented delegation of authority documented in an approval matrix, from the Board to President and CEO and further to Group Management. It also includes the competence of employees and a series of Group policies, procedures and frameworks.

Emphasis lies on the competence and abilities of the Group's employees, with continuous training and development actively encouraged through a wide variety of schemes and programs.

The Group has three fundamental values – Integrity, Vigilance and Helpfulness – to help its employees exercise good judgment and make decisions on a consistent basis.

Policies that apply to internal control over financial reporting are described in Securitas' Group Policies, which include the company's model for finan-

cial control (for more detailed information on the model, refer to pages 46–47 in the printed Annual Report 2016), and in the Securitas Reporting Manual, which specifically focuses on reporting matters to ensure compliance with reporting requirements and rules. This creates an environment that supports reliable and accurate reporting.

Risk assessment

At the highest level, the Board considers where future strategic opportunities and risks lie, and helps shape the corporate strategy. Balanced and focused risk management is necessary for the fulfillment of Securitas' strategies and the achievement of its corporate objectives.

Enterprise risk management (ERM) is an integral component of Securitas' operations, and risk awareness is part of the company culture. Risk assessments are conducted within the framework of the Securitas ERM process, regardless whether the assessments pertain to operational risks or financial reporting risks. Securitas does not classify compliance risk as a separate category. Instead, it is included in the operational category. Risk assessment is a dynamic process that aims to identify and analyze risks in relation to Securitas' objectives. It serves as the basis for implementing mitigating actions after considering the controls in place (reduce, transfer/share or accept the risk in question). See page 20 for more details on the risk assessment and planning process.



This illustration shows an overview of the key Group-wide control activities.

¹ Described in further detail below.

Group-wide control activities

Internal control covers all divisions and subsidiaries in the Group. Internal control activities are established by policies and processes, which help ensure that all management directives to manage risks are executed. Controls are performed on several levels within the organization and are established based on the process concerned.

1 ERM self-assessment

Every major country throughout the Group performs an annual self-assessment, which is a part of the process to manage enterprise-wide risks. It covers key risks, including financial reporting risks, measures taken and compliance with Securitas Group Policies and Securitas Reporting Manual. An example of an operational risk included in the self-assessment package is assignment execution risk. An example of a financial reporting risk is management estimates. For further information, refer to www.securitas.com.

The self-assessments promote control awareness and accountability and are signed off by each country president. The external auditor and/or another internal or external resource validates the answers to questions in the questionnaire deemed to be risk areas for the selected reporting countries. The answers are compiled at the divisional and Group levels to support benchmarking within and

between divisions. Each reporting country is responsible for acting on any deviations.

2 Basic controls

Detailed controls in financial reporting processes such as revenue, payroll and IT, are included as one component of Securitas' overall Group-wide control structure called "basic controls". Basic controls set the minimum Group requirement with regard to what needs to be in place based on risk assessment. Supplementary controls ensure full protection of the company's assets and assure accurate and reliable financial reporting tailored to the entity's company's specific conditions. These controls can include manual, application or general IT controls.

Key areas covered:

- protection of company assets
- completeness and timeliness of customer invoicing
- credit collection procedures
- contract management
- HR/payroll
- IT
- business continuity planning
- validity of payments to third parties
- accuracy of general ledger
- timeliness and accuracy of Group reporting
- compliance with local requirements

3 Audit, risk and control diagnostics
 One important audit activity is the country diagnostics. The diagnostics comprise a work program covering IFRS compliance, as well as key controls within financial reporting processes, contract management and IT security. These reviews are usually conducted within the first year after an acquisition has been made and a follow-up is performed during the second year, provided that significant areas for improvement have been identified. The Group also performs risk and control diagnostics in functional areas which, by nature, have a high degree of inherent risk. These diagnostics aim to ensure compliance with key policies such as the Contract Management policy and Securitas' Values and Ethics. Securitas develops this audit and review process on a continuous basis using both internal and external resources.

4 Financial control
 Control activities specifically aimed at managing risks related to financial reporting include methods and activities for securing assets, controlling the accuracy and reliability of internal and external financial reports, and ensuring compliance with defined guidelines.

Regular analyses of the financial results at the various levels of the organization using the financial model ensure that financial information maintains a high level of quality. Securitas' financial reporting is based on the following foundations:

- Securitas Group Policies for financial planning and reporting, long-term financing and treasury, risks and insurance, communications, branding, legal issues and IT
- Guidelines in Securitas' financial model, which create the framework for a simple and clear internal reporting method, including timely and accurate follow-up of financial key figures (Securitas Six Fingers)
- Securitas' Reporting Manual, which provides all managers and financial staff with detailed instructions and definitions for financial reporting
- The controller, who is responsible for continuously ensuring that the financial information provided is accurate, transparent, relevant and up to date

Controllers at all levels hold a key role in terms of integrity, professionalism and the ability to work in teams in order to create the environment that is needed to achieve transparent, relevant and timely financial information. Local controllers are responsible for ensuring compliance with the approved set of policies and frameworks, and for ensuring that internal controls pertaining to financial reporting processes are implemented.

The controller is also responsible for reporting financial information to Group that is correct, complete and timely. The controller receives continuous feedback from the Group regarding reporting quality, which is an effective tool for enhanced reporting. In addition, each division has a divisional controller with corresponding responsibilities at the divisional level.

5 Letter of representation
 The Group has a representation process in which operating unit presidents and controllers sign a letter of representation in connection with the year-end report, stating their opinion on whether or not the internal control over financial reporting and the reporting packages give a true and fair view of the financial position.

The letter also covers the broader perspective of internal control, including compliance with Securitas Group Policies related to financial reporting.

Information and communication
 Securitas' channels for information and communication are constantly developed to ensure that all employees are given clear objectives and are made aware of the parameters that constitute acceptable business practices, as well as the expectations of the Board in managing risks, in order to achieve set goals and objectives. This provides a clear definition of the Group's purpose and goals, accountabilities and the scope of permitted activities of employees. Securitas Group Policies are available in a Group-wide IT system.

Systems and procedures have been implemented that support complete, accurate and timely financial reporting and provide management with the necessary reports on business performance relative to the established objectives. The Group reporting department regularly issues guidance on reporting matters and the reporting manual is available in a Group-wide database. Reporting units regularly prepare financial and management reports that are discussed at review meetings at different levels. These include an analysis of financial performance and risks in order for the organization to understand its responsibility with regard to internal control and its impact in relation to risks, goals and objectives.

Monitoring
 Monitoring is performed at different levels and by different functions within the organization depending on whether it is related to operational or financial reporting matters. Key functions include the Board of Directors, the Audit Committee, Group Management, functional committees, Management Assurance, the Group risk organization, and local and divisional management. Refer to page 21 for more information.

Four-step process for managing enterprise risk

Securitas' enterprise risk management process (ERM) is engrained in the business and based on close cooperation between operative management and all functions working with the different parts of the risk management process.

- 1** The process starts with risk identification and prioritization during the ERM planning process
- 2** Securitas Group Policies as well as local processes, rules and procedures establish the framework for day-to-day risk management
- 3** The identified risks and adopted policies also set the structure for all compliance monitoring in the Group
- 4** The ultimate responsibility for governance of risk management lies with the Board of Directors, but the work involved in minimizing risks takes place through a structured process of assigning responsibility to all levels of the organization



Securitas is exposed to various types of risks in its daily business. When providing security services, Securitas manages not only its own risks, but also risks on behalf of its customers. Minimizing the risk of a loss occurring, and thereby protecting our stakeholders, is an important objective. Securitas' risks have been classified into three main categories: **contract and acquisition risks, operational assignment risks and financial risks**. The categories are based on the natural flow of the business – entering into a contract, execution of the assignment and the financial result. Similar risk categories are also relevant for acquisitions, but are then classified as acquisition risks, operational integration risks and financial integration risks.

All of the risks in these categories can impact the Group's financial performance and position if they are not managed in a structured way. This is why Securitas has developed its four-step process approach for managing enterprise risks.

To support the ERM work, Securitas has implemented a web-based governance, risk and compliance (GRC) system that comprises all four steps in Securitas' enterprise risk management process and gathers the ERM information in one database. The GRC system supports the overall ERM work in the Group. It is used to streamline the ERM processes to further structure current processes and workflows. The main workflows included in the system are ERM self-assessment, ERM business plan, policy management, sustainability reporting, audit module and risk register. Also, the system automates current processes, such as reports, with the aim to improve the overall quality of the ERM work and serves as a single point of information.

The four steps and current actions are described in further detail on the following pages.

1

Input and risk identification

The ERM process is integrated into the Group's business planning and performance monitoring processes, regardless of the risk category concerned. As part of the overall annual business plan process, each level of the organization prepares an ERM business plan.



The ERM business plan includes risk assessment, controls, risk management activities and action plans. It determines the main focus and priorities for operational risk management at the country, division and Group level for the coming year. Securitas' ERM business plan risk assessment tool is used to facilitate the risk assessment process, as well as action planning, depending on the level of risk and controls that are in place.

Key risk determination The yearly risk assessment process is coordinated by the Group risk organization, which is also responsible for maintaining the risk register. The risk register contains about 50 risks and is updated annually, primarily based on the country ERM business plans, but also on other sources of input such as audits, self-assessment results and management input. Out of the 50 risks, about 15 are selected as top risks that will be subjected to monitoring activities. Out of these, six

risks are currently considered key Group risks and have been assigned primary focus for the coming year. For examples of these risks and how they are managed, refer to www.securitas.com.

The ultimate prioritization of key risks for each year is decided by Group Management and presented to the Audit Committee.

Six key risks 2016

- Customer contract risk
- Assignment execution risk
- Compliance (regulatory and other) risk
- IT failure risk
- Price risk
- Securitas' Values and Ethics compliance risk

Policy development

One of the cornerstones of the ERM process is Securitas Group Policies, which establish the framework for all policies and compliance monitoring in the Group. The Group Policies are developed by management and key policies approved by the Board.



Using all available input, both from internal ERM processes, including yearly risk assessment and establishing risk business plans, but also external such as changing regulations an assessment is made whether new policies need to be created or existing policies need to be updated. A general policy update is released after the statutory Board meeting in May every year, but specific policies are also issued when necessary throughout the year.

Some of the key policies adopted by Securitas that are relevant from a governance perspective are:

- **Contract policy** sets out the process and main principles for managing customer contract risk, based on standard terms, a full customer and contract risk evaluation, as well as a framework of key policies for contracting guarding services and electronic security solutions. The objective is to manage the risks arising from customer contracts, and to ensure that all customer contracts have a fair and reasonable allocation of responsibility and risk between the customer and Securitas and that the price reflects the risk taken on by Securitas.
- **Securitas' Values and Ethics Code** ensures that the company upholds and promotes the highest ethical business standards. Securitas' basic requirement is to act within the framework of laws and international conventions, such as the United Nations Universal Declaration of Human Rights. This means that Securitas respects and complies with competition rules, labor market regulations, agreements and safety requirements, environmental legislation and any other provisions that set the parameters of our operations. For further information, refer to pages 7 and 10-15.
- **Communication policy** in accordance with the stock market's requirements for information with the aim of ensuring that the company fulfills these requirements.
- **Competition law compliance policy** to ensure that Securitas and its subsidiaries or affiliates are committed to full compliance with all competition laws and regulations.
- **Insider policy** as a complement to the insider legislation in force in Sweden.

3

Risk management activities

Group Management sets the risk management policies for the entire Group. Accountability for managing risks is clearly assigned to management at Group, divisional and local level.



Group Management has overall responsibility for the management of risks, and for the implementation and maintenance of control systems in accordance with the Board's policies. Specifically, divisional management and established functional committees are responsible for ensuring that a process for creating risk awareness exists throughout the division. The divisional presidents are responsible for all aspects of the operations in their divisions, including operational risk management and risk minimization. Operating unit managers and country risk managers are responsible for ensuring that risk management is part of the local corporate culture at all levels within a country.

Accountability for managing risks is clearly assigned to management at Group, divisional and local level.

To be successful, all of Securitas' branch managers must understand the risks associated with providing services and be able to assess and control these risks. Securitas actively pursues different risk management activities to increase awareness and knowledge. One important tool is the business risk evaluation model "The Scale". For further information on this, refer to www.securitas.com.

RISK RESPONSIBILITIES

Principal activities	Branch/ area	Country/ division	Group
Risk assessment	■	■	■
Contract management	■	■	■
Loss prevention	■	■	
Claims settlement		■	■
Insurance purchasing			■

Risk-based monitoring

Monitoring permeates all levels throughout the organization and is performed by different functions depending on whether it is related to operational or financial reporting matters. A range of activities are undertaken to monitor, follow up and mitigate risks.



4

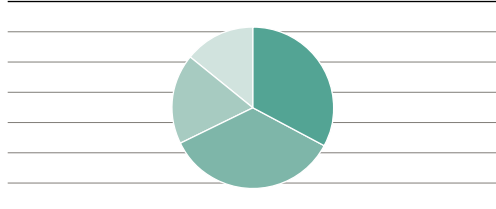
Monitoring is performed at several different levels by key functions within the organization and different activities are continuously undertaken to monitor, follow up and mitigate risks.

- **The Board of Directors** plays an important role in the ongoing process of identifying and evaluating significant risks faced by the Group and the effectiveness of related controls.
- **The Audit Committee** monitors the effectiveness of the Group's ERM and internal control systems. In addition, the Committee also supports the Board with the task of ensuring internal control over financial reporting. This is accomplished through several activities such as the review of basic controls. The Committee also reviews all quarterly and annual financial reports before publication.
- **The President and CEO and Group Management** review performance through a comprehensive reporting system based on regular business reviews of actual results, analyses of variances, key performance indicators (Securitas' model for financial control, refer to pages 46–47 in the printed Annual Report 2016) and regular forecasting.
- **The functional committees** determine and communicate appropriate policies and monitor the key issues within each area of responsibility, refer to page 31 in the printed Annual Report 2016.
- **The ERM Committee** owns and manages the process which provides tools and helps management identify and manage the risks inherent in Securitas' line of business.
- **The Group Management Assurance function** has a coordinating and monitoring role in relation to certain internal control activities at Group level. Risk assessments together with analysis of ERM self-assessment results are used as the basis for determining which activities are to be carried out in relation to monitoring from an audit perspective.
- **Local management** is primarily responsible for monitoring and ensuring compliance by local units with Securitas Group Policies including any division-specific policies and guidelines.



Employees

Number of employees per business segment

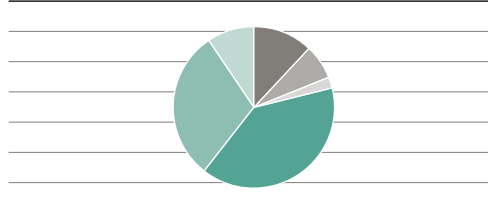


- Security Services North America, 33%
- Security Services Europe, 35%
- Security Services Ibero-America, 18%
- Other, 14%

	2016	2015
Security Services North America*	111 997	108 107
Security Services Europe	117 155	118 151
Security Services Ibero-America	60 848	59 508
Other*	45 945	42 079
Total	335 945	327 845

* The comparatives have been restated due to an organizational change that took place in the Group as of January 1, 2016. This change has had no effect on the total Group level.

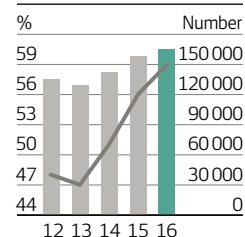
New employees - age group and gender in relation to total new employees, %



- Women
- Under 30 years
- 30-50 years
- Over 50 years
- Men
- Under 30 years
- 30-50 years
- Over 50 years

	Women	Men
Under 30 years	12.0	39.2
30-50 years	7.1	30.2
Over 50 years	2.2	9.3

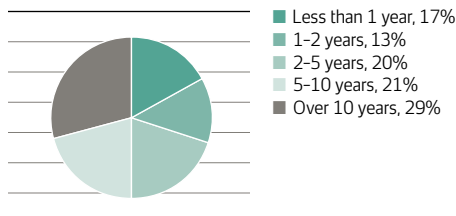
New employees



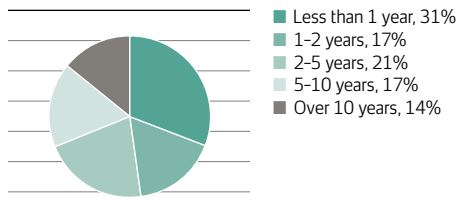
- % of average number of yearly employees. 2016: 59% (56)
- Actual number. 2016: 165 084 (157 935)

Specification of years of service per employment category

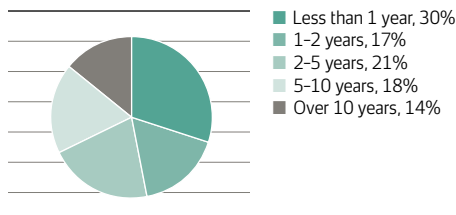
Managers and office personnel	2016
Less than 1 year	2 303
1-2 years	1 741
2-5 years	2 671
5-10 years	2 802
Over 10 years	3 860
Total	13 377



Security officers	2016
Less than 1 year	94 801
1-2 years	53 920
2-5 years	65 167
5-10 years	53 946
Over 10 years	42 968
Total	310 802



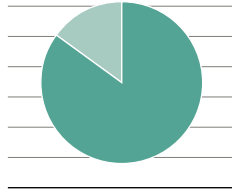
Total	2016
Less than 1 year	97 104
1-2 years	55 661
2-5 years	67 838
5-10 years	56 748
Over 10 years	46 828
Total*	324 179



* The difference compared with total number of employees is explained by missing information from five countries of operation.

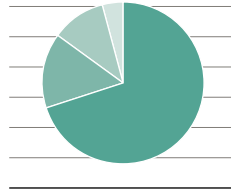
Employees

Share of employees with full-time and part-time employment, respectively



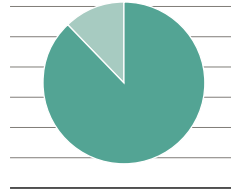
■ Full-time, 85% (84)
■ Part-time, 15% (16)
Definitions according to GRI G4

Share of employees with full-time and part-time employment, split per gender



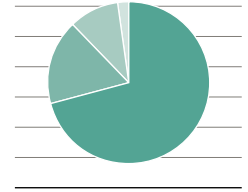
■ Full-time, men, 70%
■ Full-time, women, 15%
■ Part-time, men, 11%
■ Part-time, women, 4%
Definitions according to GRI G4

Share of employees with permanent and temporary work contracts, respectively



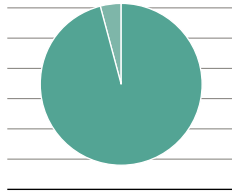
■ Permanent, 88% (88)
■ Temporary, 12% (12)
Definitions according to GRI G4

Share of employees with permanent and temporary work contracts, split per gender



■ Permanent employees, men, 71%
■ Permanent employees, women, 17%
■ Temporary employees, men, 10%
■ Temporary employees, women, 2%
Definitions according to GRI G4

Workforce split on employment category

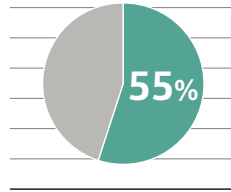


■ Security officers, 96%
■ Managers/office personnel, 4%

	2016
Managers/office personnel	14 481
Security officers	315 864
Total*	330 345

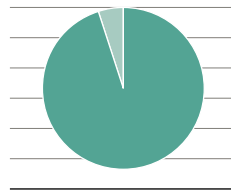
* The difference compared with total number of employees is explained by missing information from four countries of operation.

Share of employees covered by collective bargaining agreements



■ 55% (48)
Definitions according to GRI G4

Proportion of senior management hired from the local community, 2016



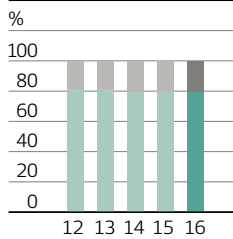
■ Hired from local community, 95% (96)
■ Hired from outside local community, 5% (4)

Senior management: Members of the country's executive management team

Local employee: An employee who is born in or has the legal right to reside indefinitely in the country

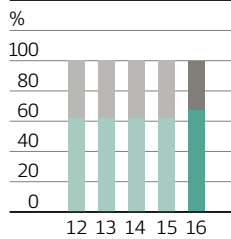
Definitions according to GRI G4

Gender distribution, average number of yearly employees



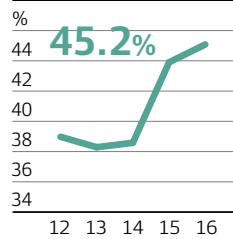
■ Women. 2016: 21% (20)
■ Men. 2016: 79% (80)

Gender distribution, Board of Directors



■ Women. 2016: 33% (38)
■ Men. 2016: 67% (62)

Employee turnover, %



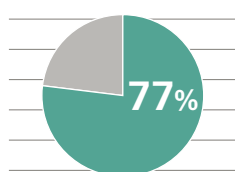
Health and safety, training

Work-related injuries

	2016	2015
Actual number of work-related injuries	6 139	6 361
Injury rate	1.8	1.9
Actual number of work-related fatalities	4	8

Definitions according to GRI G4

Countries of operation with formal health and safety committees*



■ Share of total number of countries, 77%

Actual number 2016: 41

* Reporting countries represent 99% of total sales / 96% of total number of employees

Definitions according to GRI G4

Causes, work-related fatalities

	2016	2015
Traffic accident	2	6
Shooting, other fatal attack	1	1
Fire accident	0	1
Other accident	1	0

Notes: One of the traffic accidents 2016 (France) occurred while traveling to or from work, but are according to local rules classified as work related fatalities (2015: 1).

The fatality reported as Other accident is being investigated, since it is not yet established whether the accident was work-related.

Work related fatalities 2016, per country

	France	Poland	Thailand
Traffic accident	1	0	1
Shooting, other fatal attack	0	1	0
Other accident	1	0	0
Total	2	1	1

Training hours

	2016	2015
Total number of hours of training	7 957 045	6 624 460
Average number of hours of training per employee	24.09	21.87

Definitions according to GRI G4

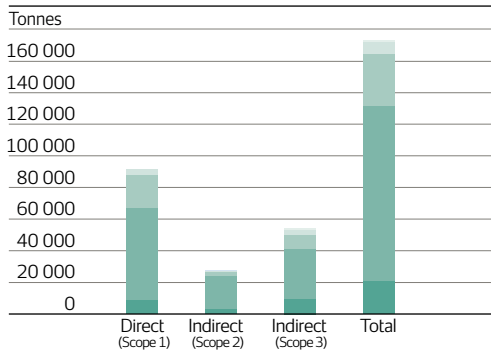
Active OH&S work

Active occupational health and safety (OH&S) work is prioritized and vital to Securitas' operations and performance. Although not all of our operations are OHSAS 18001 certified, they have OH&S committees and all employees are continuously trained to ensure they can carry out their duties in a safe way and avoid injuries at work. Formal processes are in place for reporting and investigating OH&S incidents and correcting the causes.



Environment

Gross direct emissions and indirect marked-based emissions of CO₂ equivalent, 2016*



	Direct (Scope 1)	Indirect (Scope 2)	Indirect (Scope 3)
2016			
Security Services North America	8 436	2 932	9 527
Security Services Europe	58 518	20 952	31 253
Security Services Ibero-America	21 184	2 605	9 471
Africa, Middle East and Asia	3 247	913	2 845
Other	77	40	1 326
Total	91 462	27 442	54 422
Change compared with 2015	-2%	34%	n/a

* In 2016, the disclosed indirect emissions are calculated using the market based method, according to GHG Protocol requirements. Compared with 2015, the indirect market based emissions (scope 2) are 34% higher. 2015 disclosures are calculated according to the location based method. If the location based method is applied also for 2016, indirect scope 2 emissions decreased with 2% compared with 2015.

2010 is the base year, as it was the first year Securitas assessed its climate impact. No recalculation of the base year has been done, even though the scope of the climate assessment has been extended to include 37 more countries, compared with 2010.

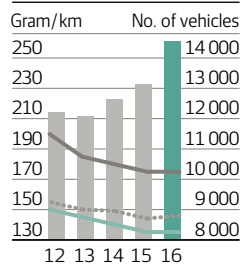
A GHG assessment quantifies all seven Kyoto greenhouse gases where applicable and it is measured in units of carbon dioxide equivalence, or CO₂e. For Securitas the following greenhouse gases are applicable and have been included in the assessment:

Carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide (N₂O). Biogenic CO₂ emissions: 28.2 tonnes (2015: n/a)

The Greenhouse Gas Protocol Corporate Standard is a standard for reporting climate data. The system Our Impacts has been used as the calculation tool. Operational control is the chosen consolidation approach.

Definitions according to GRI G4

Average CO₂ emissions from vehicles



— Max CO₂ gram per km for new minivans (6-7 seater): 175
 - - - Max CO₂ gram per km for new company cars (max 5 seater): 135
 Average CO₂ emissions from vehicles: 146
 ■ Number of vehicles: 14 651

Other

Subscription to/endorsement of external declarations, principles, etc

Country	ISO 9001	ISO 14001	ISO 27001	OHSAS 18001
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Security Services North America

Canada	■			
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Security Services Europe

Austria	■			
Belgium (incl. Luxembourg)	■			
Croatia	■	■	■	■
Czech Republic (incl. Slovakia)*	■		■	■
Denmark	■			■
Estonia	■	■		
Finland	■	■		■
France	■			
Germany	■			
Hungary	■	■	■	
Ireland	■	■		■
Latvia	■			
Montenegro	■	■	■	■
Netherlands	■	■		■
Norway	■	■		■
Poland	■			
Romania	■	■	■	■
Serbia	■	■	■	
Sweden	■	■		
Switzerland	■			
Turkey	■	■	■	■
UK	■	■	■	■

Security Services Ibero-America

Argentina	■			
Chile				■
Colombia	■			■
Ecuador	■			
Peru	■	■		■
Portugal	■	■		■
Spain	■	■		■
Uruguay	■			

Africa, Middle East and Asia

Hong Kong	■			
India	■	■	■	■
Singapore	■			
UAE	■			
Vietnam	■			

* OHSAS 18001 certification pertains to Slovakia

CASE

Creating opportunities for war victims in Colombia

In Colombia, the long civil war has left behind numerous victims, many of them with little education and living in poor conditions. In 2012, Securitas Colombia joined the United Nations Global Compact and the initiatives Business for Peace (B4P) and Women's Empowerment. Being part of these initiatives allowed us to generate public-private partnerships for the recruitment of war victims, displaced persons and retired military personnel. Securitas provides basic security officer training for these recruits at no cost and then offers them employment in the company.

In another initiative, through the signing of the so called transparency pact, Securitas has reached an agreement with the

Colombian state to train our employees in human rights issues. The objective of the initiative, which is promoted by the Colombian government and the Swedish Business Network in Colombia, is to fight corruption by strengthening the development of a fair business environment with clear rules. As part of the initiative, Securitas Colombia has adopted the guidelines included in the World Economic Forum's Partnering Against Corruption Initiative.

With the help of UN Global Compact and Corporación Fenalco Solidario, an organization promoting corporate social responsibility, Securitas Colombia also trains suppliers in business ethics, social responsibility and human rights.



GRI Index

Securitas AB's sustainability report is prepared according to the G4 Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI). The report was prepared in accordance with the Core application level.

AR = Securitas AB Annual Report 2016

SR = Securitas AB Sustainability Report 2016

GRI reference and description	Page reference	Note	UN Global Compact
GENERAL STANDARD DISCLOSURES			
Strategy and analysis			
G4-1	CEO statement	SR 4	
Organizational profile			
G4-3	Name of the organization	AR 49	
G4-4	Primary services	AR 6-7	
G4-5	HQ location	AR 49	
G4-6	Countries of operation	SR 3	
G4-7	Nature of ownership	AR 134-135	
G4-8	Markets served	AR 14	
G4-9	Scale of operation	AR 14, 87 (note 9), 114 (note 38)	
G4-10	Number of employees	SR 25	Includes data from the associated companies in India and Vietnam. 6
G4-11	Collective bargaining agreements	SR 26	Includes data from the associated companies in India and Vietnam. 3
G4-12	Supply chain description	SR 12-13	
G4-13	Significant changes	AR 49-57	
G4-14	Precautionary approach	SR 11	
G4-15	External charters	SR 28	
G4-16	Memberships and partnerships	SR 12-13	
Material aspects and boundaries			
G4-17	List of entities	AR 124 (note 49)	In the following standard disclosures and indicators, data from the associated companies in India and Vietnam is included: G4-10, G4-11, G4-EC6, G4-EN15, G4-EN16, G4-EN17, G4-LA1, G4-LA5, G4-LA6, G4-LA9, G4-PR5.
G4-18	Defining report content	SR 8, 11, 12-13	
G4-19	Material aspects	SR 8, 11, 12-14	
G4-20	For each aspect, report the aspect boundary within the organization	SR 8, 11, 12-14, 30-31	
G4-21	For each aspect, report the aspect boundary outside the organization	SR 8, 11, 12-14, 30-31	
G4-22	Restatements	n/a	The comparatives in Number of employees per business segment (page 25) have been restated due to an organizational change that took place in the Group as of September 1, 2016. The change has no effect on the total Group level.
G4-23	Significant reporting changes	n/a	
Stakeholder engagement			
G4-24	Stakeholder groups	SR 12-13	
G4-25	Basis for identification	SR 12-13	
G4-26	Approach to stakeholder engagement	SR 12-13	
G4-27	Key topics raised	SR 8, 12-13, 25-28, 30-31	
Report profile			
G4-28	Reporting period	SR 8	
G4-29	Previous report		April 11, 2016
G4-30	Reporting cycle	SR 8	
G4-31	Contact point	SR 8	
G4-32	Content index and in accordance	SR 30-31	
G4-33	Assurance	SR 8	
Governance			
G4-34	Governance structure	AR 26-45	
Ethics and integrity			
G4-56	Codes of conduct	SR 6-7, 12-14	10

GRI reference and description	Page reference	Note	UN Global Compact
SPECIFIC STANDARD DISCLOSURES			
G4-DMA-a	Report why the aspects are material	SR 4-7, 12-13	
G4-DMA-b	Report how material aspects are managed	SR 5-7, 14	
G4-DMA-c	Evaluation of the management approach	SR 8-14, 25-28, 30-31	
MATERIAL ASPECTS			
ECONOMIC			
Aspect: Economic performance			
G4-EC1	Direct economic value generated and distributed	AR 58-59	
Aspect: Market presence			
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	SR 26	Includes data from the associated companies in India and Vietnam. 6
ENVIRONMENTAL			
Aspect: Emissions			
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	SR 28	Includes data from the associated companies in India and Vietnam. 7, 8, 9
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	SR 28	Includes data from the associated companies in India and Vietnam. 7, 8, 9
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	SR 28	Includes data from the associated companies in India and Vietnam. 7, 8, 9
SOCIAL - LABOR PRACTICES AND DECENT WORK			
Aspect: Employment			
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	SR 25	Not reporting by region (see also page 8). Includes data from the associated companies in India and Vietnam. 6
Aspect: Occupational health and safety			
G4-LA5	Countries of operation with formal joint management-worker health and safety committees	SR 27	Reporting on number of countries of operation with formal health and safety committees. Includes data from the associated companies in India and Vietnam.
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	SR 27	Not reporting rates of occupational diseases, lost days, and absenteeism, or by region or gender (see also page 8). Includes data from the associated companies in India and Vietnam.
Aspect: Training and education			
G4-LA9	Average hours of training per year per employee by gender, and by employee category	SR 27	Not reporting by gender or employee category (see also page 8). Includes data from the associated companies in India and Vietnam. 6
SOCIAL - HUMAN RIGHTS			
Aspect: Child labor			
G5-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	SR 6, 11	1, 2, 5
Aspect: Forced or compulsory labor			
G5-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the effective elimination of all forms of forced or compulsory labor	SR 6, 11	1, 2, 4
SOCIAL - PRODUCT RESPONSIBILITY			
Aspect: Product and service labeling			
G5-PR5	Results of surveys measuring customer satisfaction	SR 9	Includes data from the associated companies in India and Vietnam.



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