

SUSTAINABILITY REPORT

2023



Introductory remarks

This first Sustainability Report of the Swiss Securitas Group was drawn up on the basis of the new EU Corporate Sustainability Reporting Directive for large companies and the underlying standards. In our Group, this only affects four Group companies in the 2025 financial year (Schrack Seconet AG, Hekatron Vertriebs GmbH, Hekatron Technik GmbH and Securiton GmbH). Other, smaller Group companies will join them at a later date, and Switzerland will also follow suit with this reporting obligation in the coming years. In order to be prepared in this area, the two largest Swiss Group companies (Securitas AG, Securiton AG) have also been included in this report.

Reporting on the diverse areas of sustainability in our Group is an enormous task. We have decided to draw up the Sustainability Report for the 2023 financial year for the six Group companies mentioned above as comprehensively as possible so that we are well prepared for the legally required reporting of the year after next and beyond. We hope that it is easy to read and provides you with the first balanced, transparent and consistent disclosure of all our sustainability information.

Topics and table of content



General information

Sustainability reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD) is based on new reporting standards, the European Sustainability Reporting Standards (ESRS). These must be implemented by companies subject to CSRD reporting requirements of 2024. In the following years, the scope of application will be extended to other companies, staggered according to the number of employees, turnover and balance sheet total. In the Swiss Securitas Group, the four Group companies (Schrack Seconet AG, Hekatron Vertriebs GmbH, Hekatron Technik GmbH and Securiton GmbH) must report on the 2025 financial year for the first time in 2026.



Environment

This aspect refers to a company's impact on the environment, including issues such as climate change, energy efficiency, resource consumption, waste management and pollution. Companies that focus on environmentally friendly practices and minimise their environmental impact are rated positively in the ESG rating.



Social

The social aspect of ESG relates to a company's relationships with its employees, customers, suppliers and other relevant stakeholders. This includes issues such as working conditions, human rights, diversity and inclusion, health and safety in the workplace and community commitment. Companies that act in a socially responsible manner and attend to the well-being of their stakeholders receive positive ratings.



Governance

Governance refers to the way in which a company is managed and controlled. This includes ethical principles, integrity, transparency, the composition of the Executive Board, independent auditing by external institutions and compliance with regulations. The aim is to prevent violations, create a basis for ethical, social and sustainable action, ensure high quality standards and optimise processes through continuous improvement.

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« As a leading security and safety company, we are aware of our responsibility towards current and future generations. »

Daniel Liechti, CEO, Swiss Securitas Group



Preface

The Swiss Securitas Group and its Group companies are aware of their responsibility towards the environment, society and their stakeholders in the area of sustainability. We are actively committed to sustainability and make a valuable contribution in economic, ecological and social terms. For example, Securitas AG was one of the first companies in Switzerland to provide its employees with their own parity health insurance or pension fund. Since its foundation in 1907, the company has made a name for itself as a social employer, as illustrated by the accident insurance scheme set up in the same year it was founded. The first health insurance fund followed in 1918, later a widows and orphans fund was added, and finally the pension fund was set up in 1925 and continuously expanded over the following decades.

As a family-owned company, the Swiss Securitas Group has always been sustainable. Independence and self-financed growth are not only history for the Swiss Securitas Group, but also a prerequisite for acting as a reliable and trustworthy security and safety partner. As a family-owned group of companies, we strive for sustainable growth and take a responsible approach to risk. The Swiss Securitas Group sets out visionary and strategic guidelines - as a compass for customers, employees and management. For us, taking action means always having the best possible security and safety solutions available in a rapidly changing environment.

Developing a strategy that is clearly comprehensible for everyone is one of the major tasks we are currently implementing. Sustainability plays an important role here. We want to position ourselves pragmatically on the topic of sustainability. We want to define metrics and then systematically collect and optimise them. The Swiss Securitas Group has drawn up and communicated a Sustainability Charter.

The relevant key figures have been collected for the six largest Group companies (Hekatron Technik GmbH, Hekatron Vertriebs GmbH, Schrack Seconet AG, Securitas AG,

Securiton AG, Securiton GmbH) and are now published here. This should help us to gain experience and set targets in the area of sustainability.

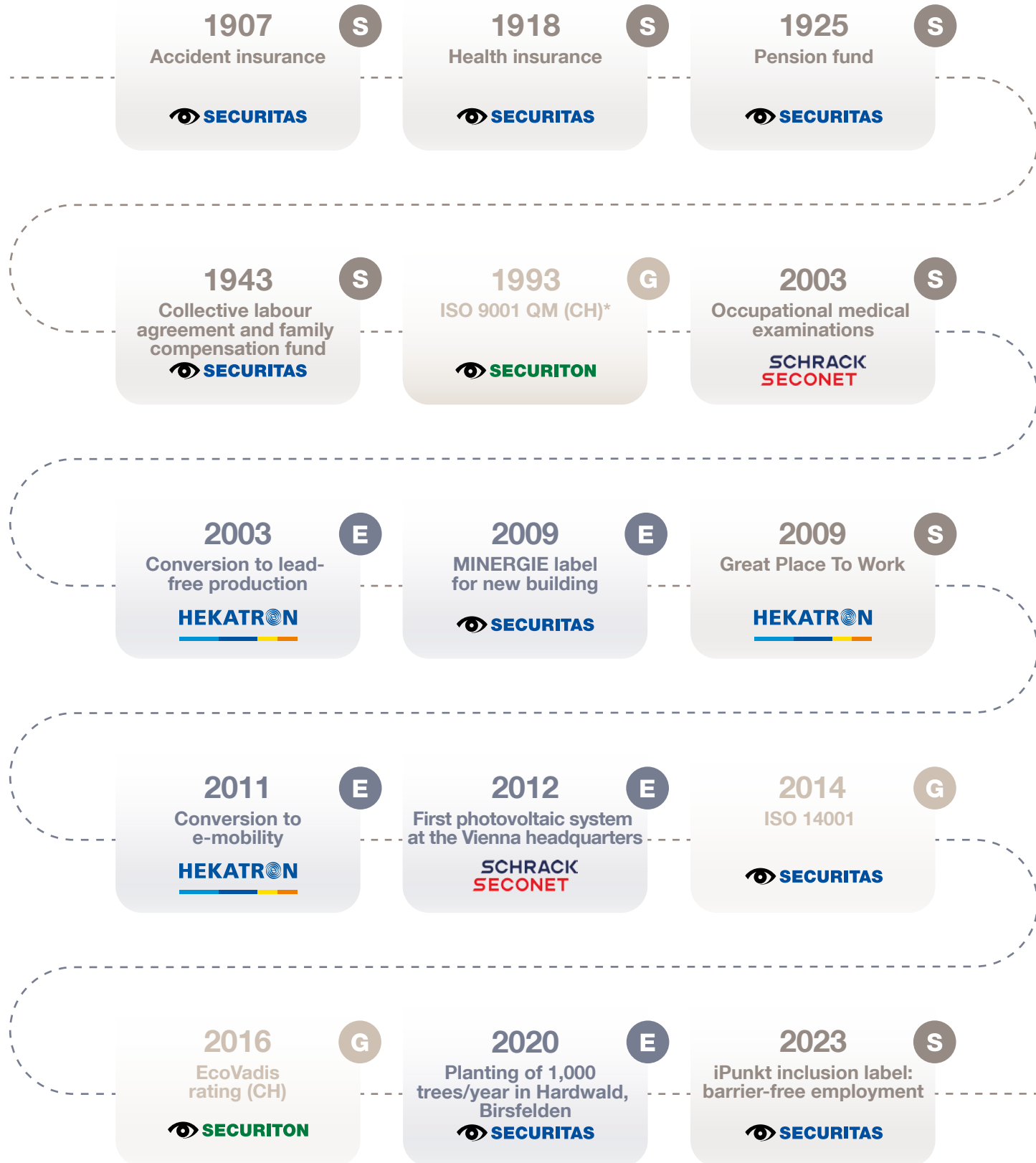
I hope you not only enjoy reading our first Sustainability Report, but that you also discover how multifaceted sustainability is. Discover how we fulfil our responsibility towards current and future generations as a leading security and safety company in Switzerland and beyond with targeted measures in our everyday work.

Yours faithfully,

Daniel Liechti, CEO

Selected sustainability milestones

Since the Swiss Securitas Group was founded, the Group companies have tackled many areas of sustainability. Below are some highlights, whereby in areas where several companies have achieved these highlights, the one that achieved it first is listed.



Securiton AGs first ISO certificate from 1993

Business model



«We protect human lives and material assets». This is the purpose of the Swiss Securitas Group. It is therefore in the nature of a security and safety company to contribute to sustainability. With its wide range of security services and security and safety solutions, the Swiss Securitas Group raises the sense of security and safety and the quality of life of the population. The human and technical presence ensures that human lives and material assets are not harmed - this contributes to the general quality of life and thus directly to a sustainable society. One tangible example of sustainability is the reduction of particulate matter through preventive fire

protection with technical solutions or a watchful eye through site surveillance by the security service specialists, who can detect fires in their early stages and fight them with effective extinguishing systems. Sustainability is therefore in the DNA of the Swiss Securitas Group. This sustainability is to be continuously improved and optimised through the expansion of environmentally friendly and social measures.

Strategy



The Swiss Securitas Group's 2030 strategy has recently been formulated and strategic initiatives derived from it in close collaboration among the Board of Directors, Executive Board and employees. Based on the robust strategy of recent years, future development can thus be shaped with a time horizon of about six years. The Executive Board will monitor and support the strategic initiatives as part of programme management. The 2030 corporate strategy is based on four pillars: «Vision», «Purpose», «Values» und «Strategic Principles». The following four questions can be used to explain the main features of Strategy 2030 in a simple and comprehensible manner:

Where do we want to go? (Vision)
Why do we do something? (Purpose)
How do we do it? (Values)
What do we do? (Strategic principles, strengths)

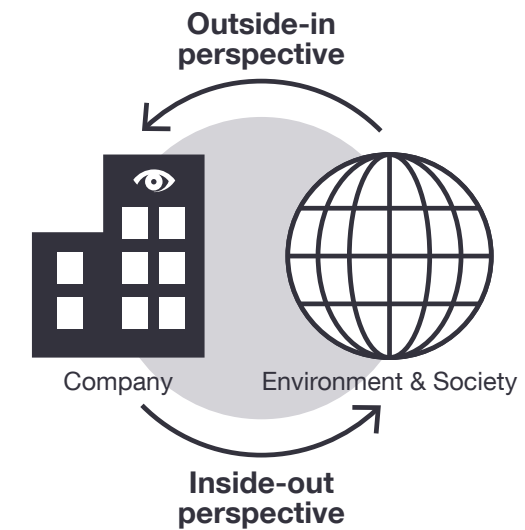
Sustainability is an important component of Strategy 2030. The goals in this area have been defined and are being implemented on an ongoing basis. The Swiss Securitas Group is careful in its use of all necessary resources and continuously reduces the demand. The long-term corporate policy supports the concept of sustainability, including in the area of strengthening employee loyalty and a commitment to customers and partner companies.

Double materiality



The largest European Group companies in the Swiss Securitas Group must report for the first time in 2026 for the 2025 financial year in accordance with the principle of double materiality. This means that companies will analyse and evaluate their activities in order to prepare their sustainability report in accordance with the required standards (ESRS). The impact of these activities on society and the environment will be analysed, as will the impact of society and the environment on the Swiss Securitas Group. The Swiss Securitas Group is still in the process of analysing this so-called double materiality assessment and still has to decide whether the individuality of the Group companies should be weighted more strongly. The ESRS standards are divided into four groups with a total of twelve topics:

- General standards
 - «Environment» – Environmental standards (climate change, pollution, water, biodiversity, resource utilisation/circular economy)
 - «Social» – Social standards (labour, affected communities, consumers and end users)
 - «Governance» – Standards relating to corporate governance
- The Swiss Securitas Group analyses and evaluates these issues with all stakeholders involved (customers, suppliers, employees and authorities) in a regular, recurring process.



What drives us?
We protect human lives and material assets.

Together and gradually into the future – come and join us!

Where are our markets?
 We serve international markets. Our home markets in the Security Services Business Unit are primarily in Switzerland and in the Alarm and Security Systems Business Unit primarily in Germany, Austria and Switzerland.

What do we do?

- Man and technology**
 We unite people and technology in the field of security.
- Evolution**
 We strive for evolution, not abrupt changes.
- Synergies**
 We tap into synergies across the Group and companies and consistently utilise our strength as a corporate group.
- Family-owned company**
 As a family business, we are financially independent and growing profitably.
- Working environment**
 We want to be an attractive employer who develops existing employees and attracts and promotes talent.

Customers and employees are always at the centre of everything we do.

Where do we want to go?
 We as the Securitas Group **together** ensure in an **innovative** and **pioneering** manner a safe world.

2030

How do we do it?
 We behave respectfully, trust each other, take responsibility and are committed in our actions.

Sustainability goals



In the Sustainability Charter published in 2023, the Swiss Securitas Group aims to position itself in the upper midfield of the DACH markets in terms of sustainability. The Group companies fulfil current and future regulatory requirements in their economic areas. A working group consisting of individual contact persons from the Group companies analysed the status of selected sustainability issues. Key figures were also collected to enable internal and external benchmarks. In future, these will also be made available to all stakeholders in a clearly structured Sustainability Report in accordance with the ESRS standards (European Sustainability Reporting

Standards), the first version of which is available here. The focus is on the areas of working conditions, product safety and quality, data protection, cyber security and emissions. The Group companies are free to work on additional sustainability topics, such as basic and further training, New Work, human rights, energy consumption, resource management, sustainable investments or sustainability in the supply chains. Depending on their requirements, they can also prove the status of their respective company by obtaining national and international certifications or sustainability labels.

The SDGs (Sustainable Development Goals) relevant to the Swiss Securitas Group:



Depth of the value chain



In the Swiss Securitas Group, the topic of the value chain relates in particular to the Alarm and Security Systems Business Unit (BU A&S). Its product strategy stipulates that the core products are developed and produced in-house. A large proportion of the hardware is produced at Hekatron in Sulzburg (Germany). This includes prototype construction through to test concepts. The entire equipping is carried out in-house, as are all standard tests and assembly. Of the six Group companies mentioned in this report, only Securitas

AG belongs to the Security Services Business Unit (BU SS) - it is the founding company of the Group and has been setting standards in Switzerland and beyond in the definition and practice of security services and in the training of its employees since 1907.

Responsibility



Sustainable development is cross-sectoral in the Swiss Securitas Group and is practised throughout the entire enterprise. It is a task that affects all business activities. Responsibility for implementation lies with all employees. Every major Group company has at least one person responsible for safety, quality and sustainability. The Corporate Development team in the Finance and Management Support department of the Swiss Securitas Group reports to the Executive Board

at regular intervals on the status of implementation in the area of sustainability and now records this once a year in the Sustainability Report. For their part, the Group companies define their targets and report them. In addition, employees of the Swiss Securitas Group are committed to working in the interests of sustainability.

Stakeholder participation



The Swiss Securitas Group works closely with its stakeholders and always takes into account the defined values and guidelines in the area of sustainability in this collaboration. The stakeholder groups of the Swiss Securitas Group include employees, suppliers, customers, the owner family, partner companies, authorities, social partners and associations. All stakeholder groups can find out about compliance with the sustainability goals of the Swiss Securitas Group on various

platforms (homepage, newsletter, customer magazines, social media, intranets, etc.). An important indicator in this area is the publication of the certificates and ratings obtained by the Group companies, such as the EcoVadis ratings. The Swiss Securitas Group also works closely with sustainable partner companies on sustainable supply chains - both sides are constantly improving each other in this area.

Innovation and product management



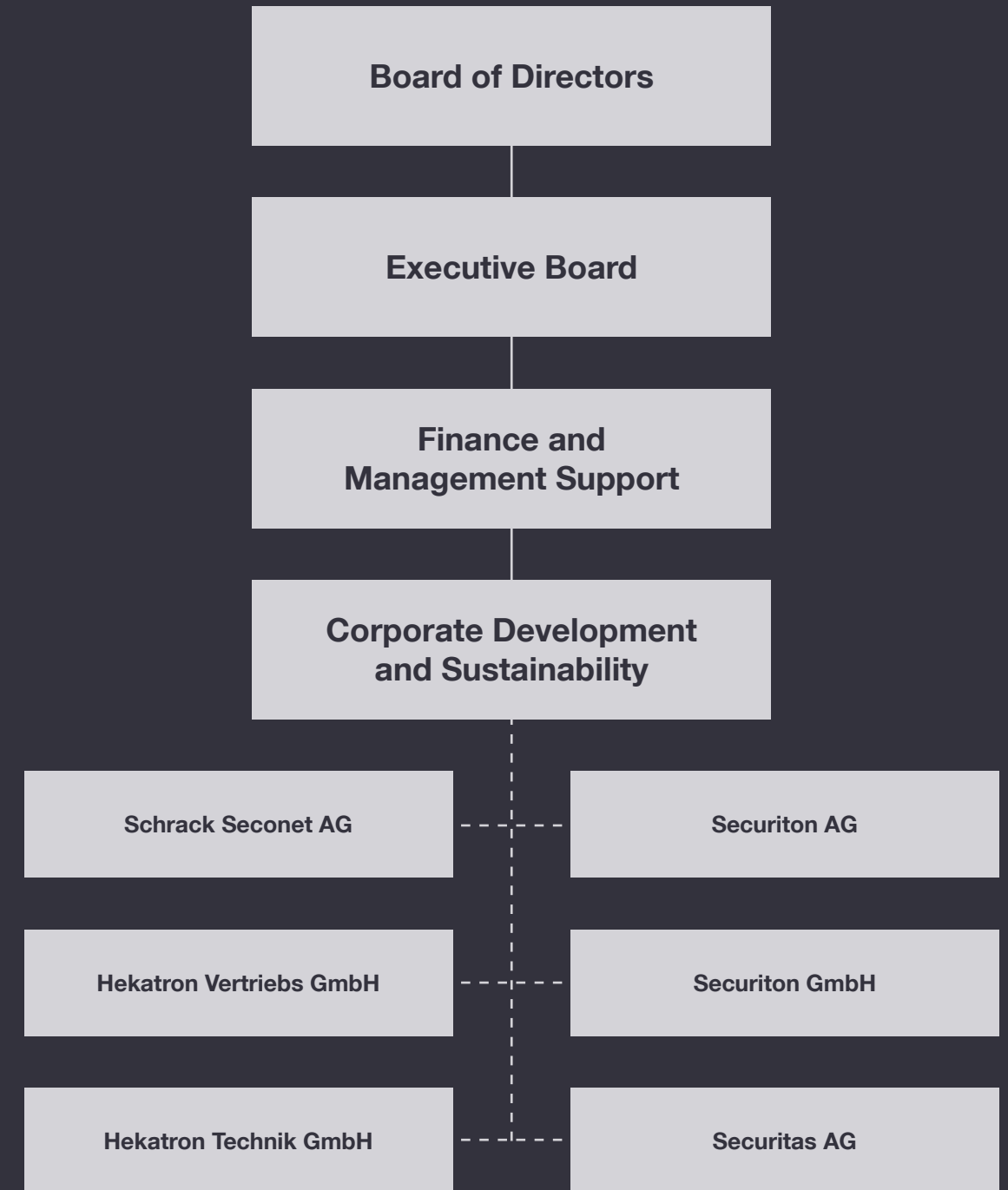
In view of the growing global challenges and increasing consumer awareness, ecological aspects have an ever-greater influence on the development, maintenance and marketability of the portfolio. This applies in particular to the A&S Business Unit of the Swiss Securitas Group, where fitness in sustainability is of crucial importance. The aforementioned Sustainability Charter of the Swiss Securitas Group forms the framework for this. Today, the Group fulfils all regulations and standards for new product developments that are relevant for approval in the markets in which it is active. The aim is to

combine products, smart business models and digitalisation to create a sustainable portfolio that is economically viable for stakeholders along the value chain. The Swiss Securitas Group's product strategy therefore prioritises the integration of sustainable practices and materials in order to minimise negative environmental and social impacts in the long term while at the same time meeting market needs.

Organisation sustainability



SWISS SECURITAS GROUP



Use of natural resources



The Swiss Securitas Group ensures that its systems and processes require as little energy as possible and optimises them continuously. It is particularly important to reduce the use of fossil fuels to make significant progress by implementing

energy-efficient technologies and increasing the use of renewable energy sources.

Climate-relevant emissions



The Swiss Securitas Group recognises that the reduction of greenhouse gas emissions is an important contribution to sustainable climate protection. Thanks to the environmental management systems in the Group companies, the Group respects the environment when providing its services and manufacturing its solutions and products. By switching to sustainable production processes and using energy-efficient technologies, significant progress has been made

in reducing emissions. In addition, all employees have been encouraged to avoid unnecessary travelling by increasingly relying on virtual communication solutions. Numerous other steps and projects contribute to the Swiss Securitas Group's continuous search for new ways to strengthen its ecological sustainability.

Careful resource management



The Swiss Securitas Group is committed to the careful use of all necessary resources. Particularly when it comes to mobility and the fossil fuels used, major efforts are underway to massively reduce the use of environmentally harmful energy sources. Great progress has already been made through effective production processes and the sustainable use of resources in the office. The use of company vehicles

with electric or hybrid drives has also been expanded. The provision of electric chargers for employees' e-bikes is a matter of course. Employees of the Swiss Securitas Group are encouraged to avoid flights for business trips whenever possible and to use trains instead.

Reducing waste materials



Reducing the amount of waste produced as much as possible is a widely initiated task in the Swiss Securitas Group. The careful use of paper is already well advanced thanks to widespread digitalisation. Clear and centralised waste collection is also part of everyday business life. Centralised

collection points ensure that waste is separated on site so that recyclable materials can be fed into the recycling process. Thanks to this waste management system, the amount of waste has already been noticeably reduced.

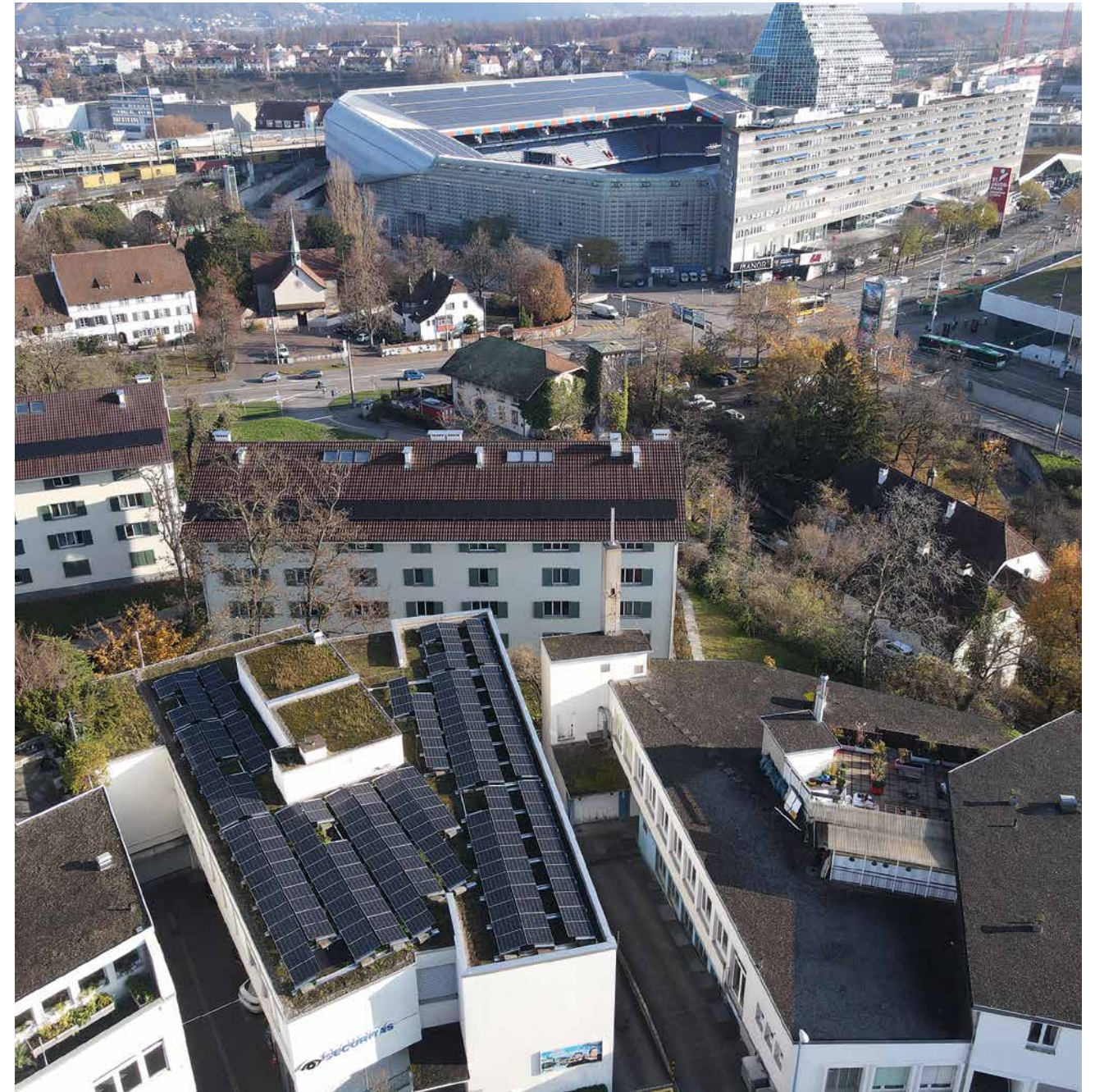
Recyclable materials



The above-mentioned waste management also ensures that recyclable materials are recycled in the Swiss Securitas Group. This systematic recycling not only benefits the environment, but also saves costs.

SUCCESS STORY

Renewable energy in use



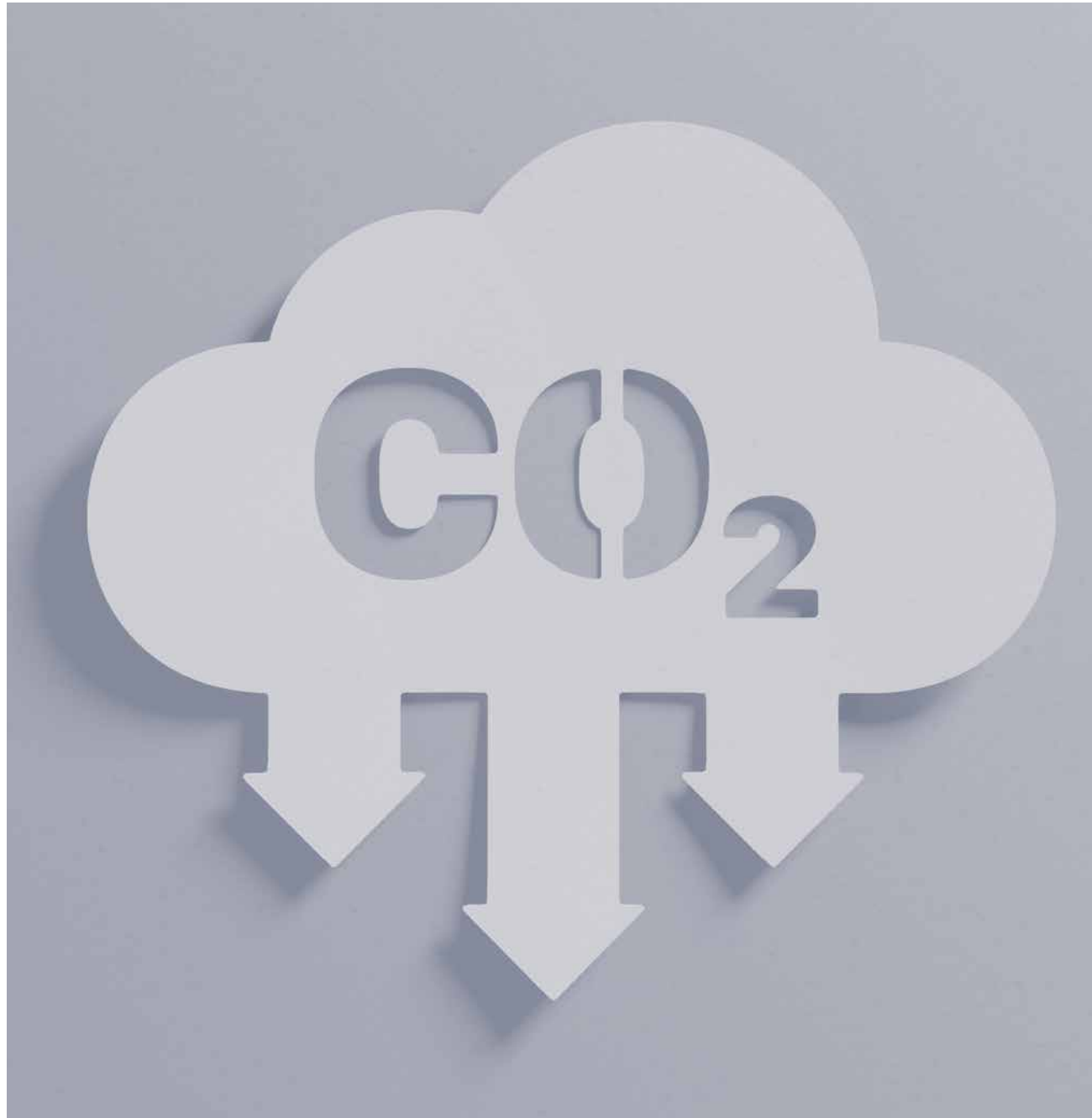
Photovoltaic system at the headquarters of the Securitas Regional Branch in Basel

Many of the Swiss Securitas Group's locations generate their own electricity using renewable energy, such as the headquarters of the Securitas Regional Branch Basel. Numerous investments have been made in this property to bring the building up to date in terms of sustainability and energy efficiency. These include replacing the oil heating with a heat pump, installing an emergency generator, installing e-mobility charging stations, installing a new main electrical distribution board and a photovoltaic system. 112 photovoltaic modules have been installed on 220 square metres of flat roof surface. These have been supplied by the Swiss company Megasol. The modules offer above-average

value in terms of both performance and guarantee conditions (output 430 Wp, performance guarantee: 30 years at 82.5%). Thanks to the glass-glass technology, they are more durable than normal glass-foil modules.

The Swiss Securitas Group has planned or already implemented similar projects at other Group company locations and will continue to pursue this strategy consistently.

Securiton AG reduces CO₂ footprint in a targeted manner



In the area of environment, Securiton AG is based on the environmental management system in accordance with ISO 14001, focussing on the possibilities of reducing business-related CO₂ emissions during material transport within Switzerland. For several years Securiton has relied on cooperation with the logistics company Planzer for general cargo transport, which sensibly combines rail and road transport and thus saves a significant proportion of CO₂ emissions in material transport. Securiton AG also uses an overnight delivery service for technicians with longer journeys to the nearest warehouse. The parcels are collected at the distribution centre in the evening and allocated to regional routes together with parcels from other companies.

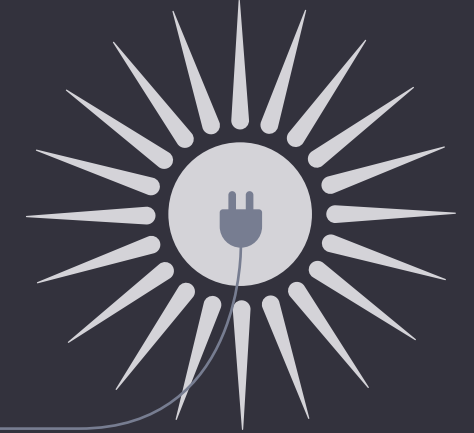
They are delivered directly to the technicians during the night. The use of this service has a positive impact on Securiton AG's business CO₂ emissions in two ways: on the one hand, the number of individual trips to the branches' warehouses is reduced and CO₂ emissions are lowered. On the other hand, the amount of CO₂ emitted during the delivery tour is distributed among the participating companies. Securiton AG can therefore supply several technicians in one distribution tour with significantly reduced CO₂ emissions.

Electricity generation of the Swiss Securitas Group

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420 MWh per year
House consumption of approx. 4 MWh corresponds to approx. 100 SFH



Reforestation

E

▲ = one tree



4,000

Reforestation of 1,000 trees per year in the Hardwald forest Basel since 2020.

Appreciation of employees

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At the Swiss Securitas Group, treating employees with respect and appreciation is not only linked to compliance with the law, but is also firmly anchored in the corporate culture. Employees should be involved, have a say and find their job fulfilling and meaningful.

Motivated and satisfied employees are the most important basis for the success of the Swiss Securitas Group. The Group promotes talent and expertise by creating freedom

of manoeuvre and supporting entrepreneurial thinking and action. Training and developing employees are seen as a key task in providing professional security and safety solutions. As an attractive employer, the Swiss Securitas Group offers performance-based salaries, exciting work and good development opportunities. In this way, it creates the conditions for above-average performance in order to fulfil the expectations of customers and partner companies.

Safe working environment

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The Swiss Securitas Group offers its employees a safe working environment and takes appropriate measures to prevent accidents at work and work-related diseases. It supports this goal by continuously monitoring health and safety guidelines in order to reduce the risk of work-related

accidents. The Group companies each apply a health and safety management system for this purpose.

Health

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The Group companies of the Swiss Securitas Group all endeavour to create a working environment for their employees that is as free from accidents and injuries as possible. Training, risk assessments and appropriate safety precautions ensure that employees can work in safe conditions. Ensuring a healthy life and promoting the wellbeing of its employees at all ages is essential for sustainable development at Swiss Securitas Group. By providing targeted training for managers

and employees and promoting numerous measures, the Group companies contribute to a healthy lifestyle and a healthy working environment in a variety of ways.

Equal opportunity / Equal treatment

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Gender equality is not only a fundamental human right, but also a necessary basis for a peaceful, prosperous and sustainable world. The Group companies of the Swiss Securitas Group treat all employees equally and respectfully regardless of gender, age, origin, language, faith and

relationship preferences. Jobs are filled according to the best qualifications and equal pay is offered. In addition, discrimination against minorities is strictly prohibited.

SUCCESS STORY

Health check at Schrack Seconet AG



Free preventive medical check-ups have been an integral part of the Austrian healthcare system since 1974. The primary aim is to reduce the health risks posed by those risk factors that can be influenced by suitable lifestyle changes. The early detection of diseases improves the chances of recovery, and the development of chronic diseases can also be prevented in time. The Group company Schrack Seconet AG, which belongs to the Swiss Securitas Group, fulfils this task as a preventive measure and offers its employees a preventive medical check-up every two years. This programme is so popular at the company's headquarters in Vienna that the recurring participation rate is between 20 and 25%. Employees appreciate the extended scope of services as well as the time reserved for personal consultations with the external occupational physician. A special doctor's room has been set up at the company headquarters in Vienna, which

is used for consultations, examinations and taking blood samples. If necessary, additional follow-up consultations take place after the check-up, in which lifestyle changes can be supported and accompanied. The employees of the Austrian branches can have the preventive medical check-up carried out by their own doctors and are largely reimbursed for the costs. These measures have already enabled many potential improvements to be recognised throughout Austria and, thanks to appropriate individual measures, positive steps to improve quality of life to be taken at an early stage.

Sustainable Securitas AG thanks to labour market integration



Christian Brechbühl on duty.

In April 2023, Securitas Regional Branch Basel was awarded the iPunkt certificate thanks to the successful inclusion of people with disabilities. Christian Brechbühl is one such example. He lost his job at the age of 60 due to health problems. He is now gradually returning to the labour market, thanks in part to Securitas AG and its many flexible working arrangements. In 2022, he was made redundant by his previous employer and found himself without a job at the age of almost 60. During a visit to an over 50s job fair, he learnt about the world of work at Securitas AG and also enquired whether it would be possible for him to take on a part-time position there with his physical complaints. Based on the positive feedback, he applied and was able to attend an introductory course in April 2023. However, it was important

for him that the Securitas regional director personally had a long conversation with him and discussed the possibilities for his assignments. Christian Brechbühl was well received at Securitas AG. His colleagues were all helpful, regardless of their age group. He really likes the work, but is also reaching his limits here and there. He doesn't yet know whether he will continue to work here for a long time, a new perspective has opened up for him in his traditional profession, as his in-depth knowledge in this area is still valuable. However, it was ideal for him as a stopgap during a difficult time and he always felt that he was taken seriously.



1974 |  | 2024

Duration for an individual to complete the total hours of training units attended by Swiss Securitas Group employees in 2023.

Training days:
18,306 days
610 months

= **50 years**

Solid, long-term company basis

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The Swiss Securitas Group sets out visionary and strategic guidelines - as a compass for customers, employees and management. These guidelines support every function and every field of activity so that the Group can act successfully. Taking action means always having the right security and safety solutions ready in a rapidly changing environment. Independence and self-financed growth are not only history for

the Swiss Securitas Group, but also a prerequisite for acting as a reliable security and safety partner. As a family-owned group of companies, the Swiss Securitas Group strives for sustainable growth and takes a responsible approach to risk.

Qualification (basic and further training)

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The Group specifically promotes talent and expertise by creating room for manoeuvre and supporting entrepreneurial thinking and action. Training and developing employees are seen as a key task in providing professional security and safety solutions. As an attractive employer, the Swiss Securitas Group offers performance-based salaries, exciting activities and good development opportunities. This creates

the conditions for above-average performance in order to fulfil customer expectations.

The Swiss Securitas Group invests considerable resources in the training and development of its employees. It encourages and demands ongoing professional and personal training and development from its employees.

Human rights

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Respect for human rights is not only an issue for internationally operating companies. Human rights issues are also relevant within the countries in which the Group companies of the Swiss Securitas Group have their headquarters. This concerns, for example, the right to equal and fair pay and the protection of employees from diseases and accidents.

The Swiss Securitas Group also pays particular attention to working with partner companies that also take into account the various aspects of human rights at home and abroad.

Community

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The Swiss Securitas Group makes a direct contribution to sustainable social development in a variety of ways. The individual Group companies are involved both regionally and nationally in various educational projects with universities in order to further develop the training of their employees on the one hand and to analyse and research the topic of security and safety at various levels on the other. It also promotes regional and national sports and teams with sponsorship

contributions and partnerships and contributes to the promotion of young generations of athletes with targeted support. Clubs and institutions also receive funding and benefit from the professional event security of the Swiss Securitas Group.

Political influence

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As a relevant player in the DACH security and safety market, the Swiss Securitas Group wants to assert its influence. The focus is on the one hand on politics, for example in initiatives or parliamentary consultations, and on the other hand in the relevant associations or standardisation bodies. The Swiss Securitas Group maintains an active dialogue with politicians

via associations and puts forward its points of view. This is because political and regulatory frameworks have a major influence on its field of activity and the guarantee of high-quality security and safety solutions and services for its customers.

SUCCESS STORY

Successful talent programme



Thousands of employees with a wide variety of talents work in the companies of the Swiss Securitas Group. A tailor-made talent programme was launched to retain and support particularly innovative and qualified employees in the long term. Ten selected employees from six companies successfully completed the programme in 2022 with further training courses and workshops. The aim of this programme is to find, retain and develop employees who are innovative and qualified in the long term. The talent programme takes place over the course of a calendar year in the form of both virtual learning sprints and physical workshops. The talents work on topics such as «Business agility», «Leadership in the digital world», «Conducting negotiations», «Growth mindset», etc. The events are conducted by external, recognised experts. At the end of the course, participants in the programme present a case study to the managing directors of the companies and

members of the Executive Board. This case study relates to current issues and challenges facing the companies.

Raising awareness of cyber threats



To make all employees of the Swiss Securitas Group aware of the importance of information security, awareness-raising campaigns are carried out at various levels. One of these is the cyber security course on «SSG-LMS», Swiss Securitas Group's online learning management system. In order to make employees aware of the cyber risks again and again, numerous online courses were posted and then the correct way to deal with them in everyday working life was checked using test emails. On the one hand, these training courses provide the necessary background knowledge and the importance of security when handling information and ICT resources. On the other hand, employees' knowledge of cyber risks is tested with interactive exercises. After successfully completing the courses, employees receive a certificate showing that they have acquired the following IT knowledge: They understand the basics of IT security, know

how to handle emails securely, can recognise the dangers of social engineering, handle the physical IT devices they use correctly and securely and behave correctly when travelling. In the end, having successfully completed the five courses and correctly answered at least eight of the ten questions posed, the employees have demonstrated their fitness for handling business information.

Code of conduct

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The employees of the Swiss Securitas Group are bound by Group-wide compliance regulations. Furthermore, the Group as an organisation does not tolerate any violations of laws and regulations. The compliance provisions apply to all employees of the Swiss Securitas Group and its Group companies. They include regulating the basic behaviour of employees, dealing with conflicts of interest, knowledge

of and compliance with competition and antitrust law, combating unfair competition, giving and accepting gifts and other benefits, and implementing the corporate philosophy.

Security check

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In order to be able to offer our customers and partner companies security services and security and safety solutions of the highest quality and discretion, they must allow access to sensitive areas in their companies. The Swiss Securitas Group therefore encourages and requires ongoing professional and personal training and development from its employees. The employees are bound by a Group-wide

code of conduct. Their reputation and reliability are regularly checked. Furthermore, the Swiss Securitas Group as an organisation does not tolerate any violations of laws and regulations.

Data security and data protection

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The Swiss Securitas Group proactively protects its services, systems and solutions against cyber-attacks. Personal data is handled with the utmost care and only used for the agreed purpose. Access to sensitive information is handled

restrictively. The company operates its own private cloud services for its own needs and those of its customers.

Certificates

EcoVadis

EcoVadis is an independent rating agency that assesses companies' commitment to sustainability, environmental protection and social and ethical responsibility. EcoVadis thus makes defined criteria along the supply chain transparent and measurable. EcoVadis classifies companies into four different medals, from bronze to platinum. The choice of medal depends on the percentage rank of the EcoVadis assessment and the minimum number of points for the topic.



Great Place To Work

Great Place To Work is an international research and consulting institute that supports companies in around 60 countries in analysing, developing and making visible their corporate and workplace culture. Great Place To Work certifies the workplace culture of companies on the basis of anonymous employee surveys and analyses of personnel measures.



ISO 9001:2015

This quality management can help to identify potential for optimising processes or even new potential business areas. It can increase the quality of the services provided or products manufactured, which leads to cost savings. Increased efficiency and quality generally have a positive impact on customer satisfaction.



ISO 14001:2015

This standard is a globally recognised basis for environmental management systems and covers all aspects of continuous improvement of environmental performance. It defines the establishment, realisation, maintenance and continuous improvement of an environmental management system. The overriding aim of ISO 14001 certification is to promote environmental protection, reduce environmental impacts and thus realise environmental objectives correctly - in line with economic, social and political requirements.



ISO 45001:2018

The occupational health and safety management system specifies requirements to help organisations ensure and improve health and safety in the workplace. By implementing ISO 45001, an organisation can improve its ability to prevent work-related accidents, protect the health of its employees and continuously improve its working environment.

For Schrack Seconet AG:
SCCVAZ 2021 A V 2.0**
(SGU management system)



Minergie

The Minergie standard forms the basis for climate-friendly construction. It is aimed at building owners and planners with above-average requirements in terms of comfort, efficiency and climate protection.



iPunkt

This label is a clear statement in favour of a sustainable HR policy that goes beyond the legal requirements. The label gives jobseekers and consumers the certainty that iPunkt companies take equal opportunity seriously and contribute to the participation of people with disabilities in working life.



KPI	Calculation	Updating	Total 2023		per FTE 2023	
Energy						
Electricity	Total annual consumption / No. of FTEs	annually	9,318,728	kWh	1,187	kWh/a/ FTE
Air-conditioning (heating, cooling)	Total annual consumption / No. of FTEs	annually	10,766,457	kWh	1,372	kWh/a/ FTE
Fuels (vehicles)	Total annual consumption / No. of FTEs	quarterly	2,774,052	litres	353	litres/a/ FTE
Own electricity generation						
Generation by own photovoltaic systems, wind	Total annual generation photovoltaic systems, wind	annually	419,678	kWh		
Resource efficiency						
Infrastructure used	Utilised area / Total FTEs	annually	84,846	square metres	11	square metres
Environmental pollution						
Waste	Total tonnages of waste (extrapolation if not recorded)	annually	837	tons		
Greenhouse gas emissions	Offsetting on the basis of fossil fuel consumption	annually	7,132	tons		
Compliance						
Security-checked EEs	No. of EEs checked / Total number of EEs	annually	9,397		80%	
Cyber Security						
Cyber security incidents		quarterly	9			
Health						
Days of absence of our EEs	Sick days / Total working days FTEs	quarterly	57,382	days		
Occupational and commuting accidents	No. of reported accidents per 100 FTEs	quarterly	1,385			
Basic and further training						
Training days	Number of training days / Total days	quarterly	18,306	days	1%	
Equality / Discrimination						
Female - male employee per level			Female		Male	
Specialists (factory/assembly)			1,837	25%	5,595	75%
Administrators		annually	521	31%	1,186	69%
Lower management / Specialist level		annually	200	18%	925	82%
Middle management / Specialist level		annually	39	11%	316	89%
Top management / Specialist level / MGT		annually	6	9%	60	91%
Age group per level			20-35	36-54	55+	55+ [%]
Specialists (factory/assembly)			3,725	2,125	1,590	21%
Administrators		annually	722	709	264	16%
Lower management / Specialist level		annually	345	571	223	20%
Middle management / Specialist level		annually	57	193	95	28%
Top management / Specialist level / MGT		annually	3	37	26	39%
Basic data						
	Number of FTEs (Full Time Equivalents)				7,849	
	Number of EEs (Employees)				10,685	
	Total working days (220 * FTEs)		220		1,726,740	

Abbreviation	Name	Description
CSR	Corporate Social Responsibility	Corporate sustainability. CSR activities are self-regulated measures that a company can take to be more socially responsible towards its stakeholders and the public in general.
CSRD	Corporate Sustainability Reporting Directive	CSRD is an EU directive on sustainability reporting. It expands the requirements for non-financial reporting by companies and groups.
EFRAG	European Financial Reporting Advisory Group	On behalf of the European Commission, EFRAG determines the specific financial and sustainability information that organisations must disclose and externally verify.
ESG	Environment Social Governance	«E» stands for Environment, «S» for Social and «G» for Governance. ESG therefore addresses the sustainability dimensions of environment, society and management, e.g. for goal formulations or for investments. ESG ratings are used to assess a company on the basis of its environmental, social and governance practices in order to create transparency for investors, customers and the industry as a whole.
ESRS	European Sustainability Reporting Standards	The ESRS are harmonised EU standards defined by the European Financial Reporting Advisory Group (EFRAG) and set out the content of sustainability reporting. They form the core of the CSRD.
EU Taxonomy	EU Taxonomy	The EU taxonomy sets standards for environmental management. It is a classification tool used to categorise the activities of companies according to whether they make a «green» contribution. Investors can use this information to assess whether a company is operating sustainably.
ISO 9001	ISO 9001	ISO 9001 is a standard for quality management systems and specifies the requirements for such systems. Compliance with these requirements is intended to ensure that suitable processes are in place within the organisation in order to provide products and services of sufficient quality.
ISO 14001	ISO 14001	ISO 14001 is an environmental management standard that is accepted worldwide and is the standard for environmental management systems. The objective is to promote environmental protection, reduce environmental impacts and correctly implement environmental objectives.
ISO 45001	ISO 45001	The occupational health and safety management system specifies requirements to help organisations ensure and improve health and safety in the workplace. By implementing ISO 45001, an organisation can improve its ability to prevent work-related accidents, protect the health of its employees and continuously improve its working environment.
SDG	Sustainable Development Goals	The 17 sustainable development goals defined by the UN in the 2030 Agenda, such as reducing poverty, combating climate change and promoting humane work.