



Policy

Sustainability

Established by: Patrik Andersson
Approved by: the Board of Directors

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1. Overseeing responsibility

Loomis sustainability policy has Board level oversight. The sustainability platform is owned by Loomis CEO. Each Country President is responsible for compliance and proactive administering of the policy within the branches of their respective country. Internal reviews are performed at regular intervals. The whistleblower system exists for reporting on any suspected breaches.

We acknowledge that despite best intentions, mistakes are made and abuse can occur. If the Group's activities entail a direct violation of the Policy, we shall take action to rectify the situation.

2. Introduction

Loomis fully recognizes the importance of sustainability in developing and strengthening our mission. Our approach aims to integrate sustainability into our business model to create value not only for shareholders but also for customers, employees, partners and society.

Our vision is to actively and consciously balance the interests of the company's long-term profitability with environmental protection and social justice.

To develop this proactive approach, sustainability is included in the Loomis model, the blue print for how Loomis conduct its business globally and locally. Through the Loomis Model we are committed to operate our business in an environmental, social and economically sustainable manner that fulfill compliance obligations, uphold the highest standards of governance and ethics, as well as proactively reduce negative impact of our operations on the environment and people.

To realize the vision and mission Loomis undertook a process to identify priority topics that are essential in demonstrating our commitment. The outcome of this materiality process resulted in a Sustainability Platform, which is a Group standard for all Loomis' markets. The platform consists of six focus areas; each deemed material to Loomis operations.

- Be a fair and equal opportunity employer
- Zero workplace injuries
- Decrease carbon emissions
- Decrease plastic volumes
- Be a local player
- Zero tolerance for fraudulent behavior

To continually and proactively develop and improve Loomis sustainability performance, each key aspect is attributed with relevant operational priorities, KPI's and goals. The management of the aspects support enhancement of performance and operational efficiency. Each aspect is measured, monitored and followed-up on quarterly and/or yearly basis.

Through transparent reporting on performance, Loomis shows full commitment to upholding the highest standards. For the full overview and process reporting always, revert to the latest Sustainability Report published annually in conjunction with the Annual Report.

3. Six focus areas

3.1 Be a fair and equal employer

As a service company, Loomis' success is largely dependent on employee skills and performance. Skilled and committed employees contribute to the sustainability of the organization. In being a

fair and equal opportunity employer Loomis strives to maintain excellent performance. Loomis Code of Conduct and the respect for UN's Human Rights (section 4 below) complement the area.

3.2 Zero workplace injuries

In general Loomis strives to create a safe workplace and to mitigate risks associated with performing the business tasks. The specific focus for this area are the injuries incurred during operational duty in CIT/CIT/guard duty, caused by *traffic* and external *violence* causing absence from work. It is a challenging target as some situations may be beyond our control.

3.3 Decrease carbon emission

Loomis' environmental footprint mainly comes from the transport of cash for customers by the Loomis fleet. To some degree, the heating/cooling of buildings also has an impact. Reducing Loomis' carbon footprint is essential to reduce any negative impact on the environment. Operational efficiency is key in finding solutions, as is the proactive search for alternatives to ease the transition to a low-carbon economy.

3.4 Decrease plastic volumes

Loomis follows regulations on the plastic safety bags used for coins and notes. Still, plastic is a global issue that needs addressing. Loomis is committed to driving change towards a more sustainable practice with plastic. This means to reduce overall usage and to introduce renewable/recycled material in the production process, and lastly to ensure the recycling of used plastic.

3.5 Be a local player

Loomis is committed to the communities and customers we serve. Part of being a local player is to have an ongoing and transparent dialogue with our stakeholders. The dialogue is key to understand the customer and the community we serve. It is also vital in order for us to develop a sustainable value chain – up- and downstream.

3.6 Zero tolerance for fraudulent behavior

Corruption and bribery are highly consequential matters in Loomis' business. To accomplish a successful business we must have rigorous safety measures and high ethical standards. Proactive prevention of fraudulent behavior is important; Loomis' Code of Conduct Policy and Anti-Bribery Policy serve as guidance.

4. Respect for Human Rights and Rights at Work

Loomis is committed to always respect and operate in accordance with universal human rights as defined in the principles of the United Nations Universal Declaration of Human Rights. We are also committed to use the UN Guiding Principles on Business and Human Rights. Furthermore, we undertake to respect the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, including also freedom of association, specifically, the right of all employees to organize, be members of a trade union of their choice and to engage in collective bargaining. Loomis undertakes to comply with all national employment laws, collective agreements, health and safety regulations as well as applicable laws and internationally recognized human rights, in every market in which Loomis operates. Lastly, Loomis is committed to paying fair wages, providing reasonable working hours, fair working conditions and to offer equal opportunities throughout the Loomis Group, in accordance with national legal, social and economic conditions.