

# Sustainability progress

	Priorities and results 2014	Priorities 2015
<b>Securitas' Values and Ethics Code</b>	<ul style="list-style-type: none"> <li>&gt; The self-assessment questionnaire was further developed and the results regarding the implementation of and compliance with Securitas' Values and Ethics Code and related policies and activities were followed up. Where the results were not satisfactory, the countries in question were asked to present action plans. Six country visits were conducted</li> <li>&gt; 38 countries have completed the training for managers and office personnel and in total, approximately 90 percent of the managers and office personnel have completed the course. 34 countries have trained more than 50 percent of their security officers and in total, close to 70 percent of the security officers have completed the course</li> <li>&gt; Securitas Integrity Line was introduced in one additional country and is now implemented in 50 countries</li> </ul>	<ul style="list-style-type: none"> <li>&gt; The implementation of a new governance, risk and compliance (GRC) system to manage the enterprise risk management process, including self-assessment questionnaires</li> <li>&gt; Ensure that the training is completed in all countries</li> <li>&gt; Introduce Securitas Integrity Line in the remaining three countries</li> <li>&gt; The launch of an e-learning course in Securitas' anti-corruption policy</li> </ul>
<b>Employee relations</b>	<ul style="list-style-type: none"> <li>&gt; An employee survey was conducted in all countries in Security Services Europe</li> <li>&gt; Three meetings were held with UNI Global Union (UNI) and the European Works Council (EWC)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; After analyzing the results of the employee survey, local action plans are to be prepared and followed up</li> <li>&gt; Pursue constructive dialog with UNI and EWC</li> </ul>
<b>CO<sub>2</sub> emissions</b>	<ul style="list-style-type: none"> <li>&gt; Average CO<sub>2</sub> emissions were reduced by 1.4 percent for cars and 2.7 percent for minivans</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Further reducing emissions from company-owned and leased cars and minivans</li> </ul>
<b>Reporting</b>	<ul style="list-style-type: none"> <li>&gt; New stakeholder consultations were held, including an investor meeting focusing on sustainability issues</li> <li>&gt; A full GRI G4 report was completed</li> <li>&gt; Securitas scored 84 of a possible 100 points in the CDLI section of the 2014 CDP, compared with 74 in 2013. In 2014, the level remained at C in CPLI (A is the highest level)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Continued and improved stakeholder dialog</li> <li>&gt; Further improve the data quality for the GRI report, getting all countries of operation up to speed</li> <li>&gt; Use results in CDP to drive change towards lower emissions</li> </ul>
<b>Business practice</b>	<ul style="list-style-type: none"> <li>&gt; Continued work with refinement of the processes for due diligence for acquisitions and investigations of cases of non-compliance with the Code</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Further develop the Group guidelines for risk assessment of suppliers, including a due diligence process</li> <li>&gt; Update the fair competition policy and launch an e-learning course about the policy</li> </ul>
<b>International codes of conduct</b>	<ul style="list-style-type: none"> <li>&gt; Securitas applied for membership in the International Code of Conduct Association (ICoCA) and signed the International Code of Conduct for Private Security Providers</li> </ul>	