



GLOBAL AGREEMENT

BETWEEN

SECURITAS AB

AND

UNI GLOBAL UNION

AND

SWEDISH TRANSPORT WORKERS' UNION

1. Preamble

Securitas AB, Swedish Transport Workers' Union (STWU) and UNI Global Union (UNI) respect human rights, both in the community and at the workplace and agree to work together to raise employment standards throughout Securitas and the wider global security market.

Securitas recognises the important role that unions play in representing employees' interests and recognizes UNI as its global partner and the unique role of the Swedish Transport Workers' Union as the largest union in the home market of Securitas.

UNI recognises that by having a commercially successful business, Securitas can provide long-term employment opportunities and help improve employment standards for workers internationally.

This Global Agreement is part of Securitas' commitment to exercise due diligence to identify, prevent, mitigate and account for human rights violations wherever they might occur in the company.

UNI Global Union, Swedish Transport Workers' Union and Securitas AB signed their first Global Agreement in 2006. Securitas has now expanded into a worldwide multinational corporation which brings with it new challenges for the company concerning competition in new markets and for UNI concerning increased obstacles to freedom of association. This Agreement reflects these new realities for both Securitas and UNI.

This Global Agreement allows Securitas to achieve its business and financial objectives while helping to ensure that employee and union rights, including the right to organise, are respected throughout the Securitas organization.

2. Scope

This Global Agreement applies to companies over which Securitas AB has direct control as an owner, i.e. in which it has a controlling interest. Within Securitas sphere of influence, but where Securitas does not have a controlling interest or cannot exercise effective control for reasons of local legislation, Securitas will use its influence to seek to secure compliance with the standards set out in this agreement. Securitas shall endeavour to work with business partners who conduct their business in a way that is compatible with the terms of this agreement, and it shall consider not doing business with any partner that fails to comply with these standards.

UNI and STWU will publicly support companies that they consider to be frontrunners in employment standards and will work with Securitas to

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continually raise standards of employment within Securitas and the wider market, proactively using their influence to ensure that the industry can support improvements in employment terms.

The parties recognise the critical role of Securitas and its employees in providing a public service which safeguards local communities and supports the economic interests of the societies in which it operates. Securitas, UNI and the STWU will therefore work together to ensure that their partnership supports this public service by minimizing any unexpected disruption to normal operations.

UNI enters into this Agreement on its own behalf and on behalf of all its affiliates worldwide.

3. Employment Standards

Securitas is committed to being a socially responsible corporate citizen and will sustain its efforts to lead and inspire the industry by applying its Values and Ethics Code as well as this Global Agreement. Securitas respects the principles of the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.¹ It will adhere to the OECD Guidelines for Multinational Enterprises². Securitas recognizes its responsibility to promote and observe these rights when conducting its global business. This includes the right of employees to exercise freedom of association, the right to be members of trade unions, and the right of unions to be recognised for the purposes of collective bargaining.

Securitas is committed to paying fair wages and providing reasonable working hours. The Securitas companies within the scope of this Agreement shall meet or exceed minimum employment laws and regulations in each country in which Securitas operates.

¹ The ILO Core Conventions are:

- Freedom of Association and Protection of the Right to Organise Convention, 1948 (Convention No. 87);
- Right to Organise and Collective Bargaining Convention, 1949 (Convention No. 98);
- Forced Labour Convention, 1930 (Convention No. 29);
- Abolition of Forced Labour Convention, 1957 (Convention No. 105);
- Minimum Age Convention, 1973 (Convention No. 138);
- Worst Forms of Child Labour Convention, 1999 (Convention No. 182);
- Equal Remuneration Convention, 1951 (Convention No. 100);
- Discrimination (Employment and Occupation) Convention, 1958 (Convention No. 111).

² OECD Guidelines for Multinational Enterprises : Recommendations for Responsible Business Conduct in a Global Context which incorporate elements of the United Nations' "Protect, Respect and Remedy Framework" policy.

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In addition to meeting the legal minimums regarding working hours, pay, pension, health and safety, holidays and other legally mandated employment guarantees, Securitas supports and agrees to work toward all workers in the company earning what is often referred to as a "living wage." The parties recognize that wages, benefits and conditions of work will vary based on the economic position in each country, but that the parties shall work towards the goal that such wages and benefits should be at least adequate to satisfy the basic needs of the workers and their families, as set out in the OECD Guidelines.

As an industry leader, Securitas recognizes that it has far-reaching responsibilities towards the countries and communities in which it operates. It is committed to practicing good corporate citizenship, complying with laws and regulations in the countries in which it operates and continuing to develop the entire private security industry. By cooperating with unions, trade organizations, public authorities and law enforcement, Securitas helps develop services and the market as a whole with the goal of raising standards and wages in the industry.

Securitas and UNI also recognize that terms and conditions of employment will be determined in accordance with national legal, social and economic conditions and that Securitas operates in a highly competitive environment in which many local competitors do not respect laws on working hours and pay. Securitas and UNI agree that organising campaigns shall include strategies to ensure that Securitas remains competitive within the market being organised.

If improvements in terms and conditions of employment appear likely to result in a loss of market share or margins to Securitas, the local union and company management will develop a joint strategy and action plan to monitor and raise standards among all the key companies in the market, or submarket, to attempt to create an environment in which Securitas will be able to raise standards without compromising its competitive position. Recognition of a union representative of Securitas employees in a site, city, county or country will not, in and of itself, be deemed to render Securitas uncompetitive or placed at a disadvantage vis-à-vis its competitors.

The parties recognize the value of supporting joint projects to raise standards for security guards in particularly challenging markets. Where the implementation of agreed strategies requires investments from Securitas or UNI, this matter should be discussed locally and, if necessary, be raised in the Implementation Group. Any allocation of funding for projects under this provision will occur on a case-by-case basis.

UNI supports sustainable employment prospects through the continuing success of Securitas. When Securitas takes on new employees through an acquisition and agrees that pay and all other conditions of employment for employees will remain the same or be improved, as long as they meet country minimums, UNI will promote Securitas as an employer which offers job security and stability and UNI will take steps to prevent disruption to the business

during the period of acquisition and a reasonable period of integration.

4. Union Rights

Securitas respects the rights of all employees to form and join trade unions of their choice and to bargain collectively. UNI and Securitas share the view that employees should be able to make the choice about whether or not to join a union, free from threat or intimidation by either Securitas or the union.

The parties commit to working with their national affiliates and managers in order to enable freedom of association to be exercised in a non-confrontational environment, avoiding misunderstanding and minimizing conflict. UNI and Securitas are committed to working together on the implementation of these rights and, therefore, any concerns with the reputation or ethical conduct of specific local parties may be raised for discussion at the meetings of the Implementation Group to help pre-empt local disputes.

UNI also accepts that employees' right to exercise freedom of association may result in Securitas having on-going relationships with unions that are not affiliated to UNI and will use its best efforts to resolve any situations of competing unions to minimise intra-union conflict and competing demands without undue demands on Securitas' time.

In order to make it practicable for Securitas employees to exercise these rights, upon request for recognition and/or access by a UNI affiliated union, Securitas local or national managers will negotiate a specific recognition and access agreement appropriate for the specific working environment in the country in question and in accordance with the principles set forth in Sections (a) and (b) below.

In general, UNI shall not request recognition under this process where there is pre-existing recognition of a legitimate and representative non-UNI affiliated union. Exceptions to this provision, including where multiple unions is the normal practice, can be discussed by the Implementation Group.

(a) Freedom of Association and Recognition

1. Securitas respects the right of all employees to freely choose whether to join a union and to engage in collective bargaining. Securitas will ensure that its managers create a free and open environment concerning the exercise of freedom of association rights and it will ensure that its managers do not oppose the process of joining a union or exercising rights as a union member.
2. UNI and Securitas agree that no employee should risk being intimidated, harassed or retaliated against for exercising these rights. The right to freely choose whether or not to join or to become involved with a union will be supported and communicated by Securitas to the workers in writing or through an alternative method as agreed between the parties.

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3. The means of establishing union recognition shall be determined locally, based on the principle that Securitas will recognize representative and legitimate unions utilizing the most reasonably expeditious process as long as the union satisfies the minimum legal requirements for recognition under applicable law.
4. Upon recognition of a union, the local parties will engage in constructive negotiations with a view of reaching agreement on the terms and conditions of employment and will agree on principles for developing a mutually constructive on-going labour-management relationship, including a mechanism for union access to employees.
5. The company will provide assistance in the organizational process in accordance with local laws and principles. This will include providing the union with relevant employee related information, unless legally prohibited.

(b) Union Access to Workers

To enable workers to meaningfully exercise freedom of association rights, Securitas will facilitate access arrangements for local unions to explain the benefits of joining and supporting the union. The local UNI affiliate and local Securitas managers will agree on access arrangements appropriate to the specific operating environment. While arrangements will vary, options will include the following where legally possible:

1. Workplace meetings with union representatives to discuss joining the union will occur in a non-disruptive manner, during non-working hours, such as before and after work and during break periods.
2. UNI agrees that access to the premises of a Securitas customer for purposes of workplace meetings is conditional upon the prior consent being obtained from the Securitas customer, and agrees that the local affiliate shall ask Securitas to seek consent in such circumstances. Where the customer does not give consent to onsite meetings, the parties will make alternative arrangements. Local Securitas management and UNI affiliates will agree on a procedure for informing the employees of such meetings and will not discourage the employees from participating in such meetings. Nothing in this section is intended to curtail existing local regulations, laws or international conventions regarding accessing workers for organising purposes.
3. The local UNI affiliate and local Securitas managers will agree on appropriate procedures for informing new hires of their union rights as per this agreement. This could include, for example, distribution of union recruitment material at induction meetings or training events. Securitas agrees that its managers will afford workers the right to meet with the union outside the presence of its managers.

4. If agreement on access arrangement cannot be reached, either party can bring the matter to the attention of the Implementation Group for consideration and agreement. These access arrangements are not intended to disrupt already established, mutually satisfactory access arrangements.

5. Implementation

Securitas accepts responsibility for implementation of this agreement across its business. It shall ensure that its managers respect the principles set out in this agreement and that they communicate them to the employees through appropriate communication channels, including but not limited to the Securitas intranet and its external webpage.

UNI, STWU and Securitas commit to publicise this agreement, in writing, throughout their worldwide union affiliate and corporate structures, respectively, and to stress that this agreement is to be supported in principle and in practice at all levels in both organizations. The parties may agree on a summary of the terms of this agreement for ease of communication. Such a summary shall be translated, as needed and agreed between the parties.

UNI will urge all affiliates to work within the spirit of this Agreement, including the application of local agreements entered into pursuant to this Agreement.

An Implementation Group consisting of senior representatives of all three parties will meet at least twice a year to discuss progress and to resolve disputes under this Agreement. This group will meet in conjunction with the annual meeting of the Securitas' European Works Council or as otherwise agreed by the parties.

6. Labour-Management Relations

Securitas, UNI and the STWU recognize the importance of proactive and continuous social dialogue with all stakeholders. In this spirit, they commit to engage in regular and meaningful dialogue to maintain a positive employee relations climate which supports the long-term needs of the workers and the company, while respecting workers' legal rights, any applicable collective bargaining agreements and this Global Agreement.

UNI and its affiliates shall engage in a constructive dialogue with Securitas on a local as well as on a global basis and will seek to settle any disputes by peaceful means to help avoid disruption to customer service or damage to the reputation of Securitas. UNI agrees to take concrete steps to avoid risk of unofficial industrial action by its affiliates and will encourage affiliates to exhaust local dispute resolution procedures before engaging in industrial action.

7. Dispute Resolution

In the event a dispute arises between UNI and Securitas regarding the

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interpretation or application of this Agreement, the following remedial procedures will be used by the parties:

a) Complaints by UNI affiliates

1. The complaint should first be raised with local management.
2. If the complaint is not resolved with local management, it may be referred to the Country Manager by the appropriate recognized trade union or by UNI. If union recognition has yet to be established, the matter may be raised by UNI.
3. If the complaint remains unresolved, it can be referred by UNI to the Implementation Group. A timely investigation will be conducted by Securitas in an open and transparent manner.
4. Where infringements are confirmed, Securitas will ensure that the situation is corrected promptly and that appropriate action will be taken as warranted by the situation.
5. Should a matter be time sensitive or unsuitable for resolving at a lower level of this dispute resolution process, referral to an appropriate higher level initially shall be appropriate.

b) Complaints by Securitas companies or managers

1. The complaint should first be raised with the local union.
2. If the complaint is not resolved with the local union, it may be referred to the national union office of the union by Securitas.
3. If still unresolved, the complaint can be referred by the Securitas country or regional manager with appropriate UNI Property Services representatives who will conduct a timely and transparent investigation.
4. Where infringements are confirmed, UNI will ensure that the situation is corrected promptly and that appropriate action will be taken by UNI as warranted by the situation.
5. Should a matter be time sensitive or unsuitable for resolving at a lower level of this dispute resolution process, referral to an appropriate higher level initially shall be appropriate.

c) Mediation

In the event that the parties are unable to resolve a dispute concerning the application of this Agreement after discussion at the Implementation Group meeting, the matter may be referred, by mutual agreement, to a neutral mediator. The mediator shall be jointly selected by the parties. A request for mediation will not be unreasonably denied by either party.

d) Exclusions

Specific employee concerns or local collective bargaining disputes will be handled and concluded in accordance with local grievance procedures. Escalation beyond the local procedure is only appropriate when the matter relates to a right or standard established in this Agreement.

8. Term

This Agreement shall become effective from the date of signing for two years. The agreement shall apply thereafter, unless a party gives written notice of termination to the other party three (3) months prior to the requested expiration date of the Agreement.

Securitas and UNI recognise that this Agreement must be applied within the framework of laws and regulations that apply in each country and accept that no specific provision of the Agreement is legally enforceable if it violates such laws. However, in the event a provision of this Agreement is invalid in any country, the remainder of the Agreement that is legally enforceable will remain in full force and effect.

Nothing in this Agreement shall in any way undermine existing labour relations practices or agreements relating to union rights or facilities already freely established by any trade union operating within Securitas, nor will this Agreement in any way change or amend any individual Securitas employee's terms and conditions of employment.

This Agreement shall be governed and construed in accordance with the laws of Sweden.

Any formal notice relating to this Agreement shall be made in writing and sent to the individuals and at the addresses shown below or such other address as designated in writing to the other parties after the signing of this Agreement.

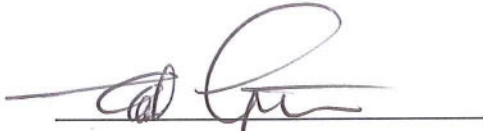
Securitas: Securitas AB
Att. CEO
Lindhagensplan 70
P.O. Box 12307
SE-102 28 Stockholm
Sweden

UNI: UNI Global Union
Att. Head of Department, Property Services
Avenue Reverdil 8-10
CH 1260 Nyon
Switzerland

STWU: Swedish Transport Workers' Union
Att. International Secretariat
Box 714
101 33 Stockholm
Sweden

A handwritten signature in blue ink, appearing to be "B. K.", is written over the number 9.

This agreement has been executed by Securitas AB, UNI Global Union and Swedish Transport Workers' Union in three original copies, one for each party.

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Securitas AB

Alf Göransson, CEO

A handwritten signature in blue ink, appearing to be "Philip Jennings", written over a horizontal line.

UNI Global Union

Philip Jennings, General Secretary

A handwritten signature in blue ink, appearing to be "Lars Lindgren", written over a horizontal line.

Swedish Transport Workers' Union

Lars Lindgren, President

Date: October 26, 2012

Date: November 5, 2012