



CSR POLICY

OUR AMBITION: TO MAKE THE WORLD A SAFER PLACE

Motivated by a desire to act in a responsible and sustainable way, the SERIS group incorporates a voluntary approach to its Corporate Social Responsibility at the heart of the project that has driven it for many years.

The development of our CSR group, registered in accordance with the guidelines of the Global Compact and the standard ISO 26 000, focuses on promoting and continually improving three areas of sustainable development: Economic, Environmental, Social, and Societal.

Our group CSR policy is based on a common set of guidelines. These guidelines are available to all our subsidiaries in accordance with the rules applicable in each of the countries where the Group operates.

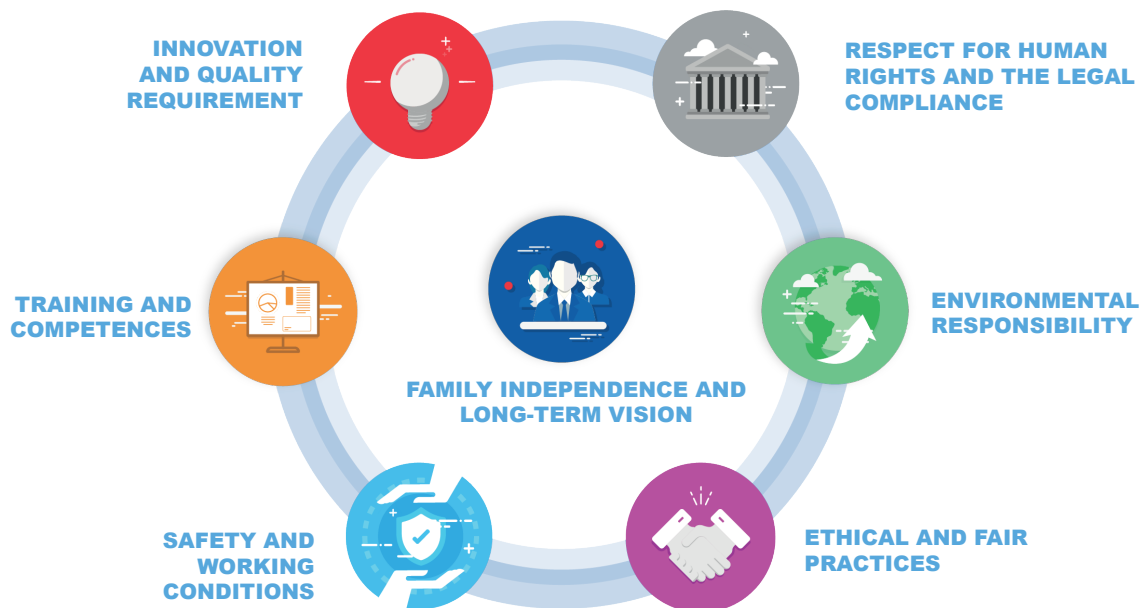
The expertise, knowledge and know-how of SERIS relies on a continuously improving approach, controlled and deployed on each of the sites where the group is active.

The commitment in this approach is a guarantee of progress and sustainability in the context of a growth shared by the company, its employees, its customers and its partners and, more importantly, the territory and civil society in which the activities of the Group SERIS fit.

Confident in this dynamic and willing to continue its efforts for sustainable development, SERIS strives to promote, at each stage, the involvement of different stakeholders.

Driven by the Presidency, SERIS Group's CSR Policy is managed in each of the subsidiaries by a known and established network.

OUR COMMON CORE FOCUSES ON 7 OBJECTIVES:



Guy TEMPEREAU
President



INNOVATION AND QUALITY REQUIREMENT

Since its inception the group, as an expert in the field of safety and security, has strived to develop a global offer to master all aspects of the security value chain and to offer its customers a solution adapted to the expectations and challenges of the market. The capacity of SERIS Group

to adapt to the changes, expectations and characteristics of its customers relies on the dynamism of each of its employees. Innovation and initiative are strongly encouraged within the Group to better address the requirements of customers and other stakeholders.

TO MAKE THE WORLD A SAFER PLACE

RESPECT FOR HUMAN RIGHTS AND THE LEGAL COMPLIANCE

In the conduct of its activities SERIS undertakes, in its sphere of influence, to respect and to promote the implementation of the universal principles of human rights and laws in each country where the group is present, regardless of the local context. In General and in all

circumstances, SERIS undertakes within its organisation to observe international, national and local regulations as well as the rules of professional conduct related to its activities, and expects all employees and stakeholders of the group to demonstrate the same commitment.

TRAINING AND COMPETENCES

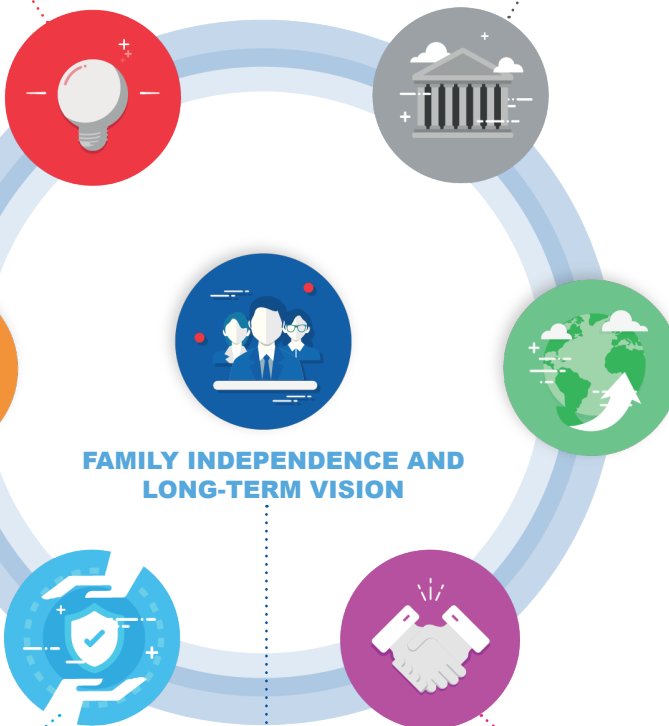
Because these are the men who shape the business on a daily basis, SERIS group has always placed humans at the heart of its strategy, developing a management of human resources that closely meets the needs of its employees. SERIS strives to provide all personnel with the keys for individual and collective

development. Orientation courses, training, skills, internal promotion, and career development: SERIS has adopted strong policies to meet the demands of the evolving private security sector while offering each of its employees the opportunity to grow with the company.

SAFETY AND WORKING CONDITIONS

Anyone working for or with SERIS is entitled to a safe and healthy working environment. The preservation of health and safety of employees and third parties as part of its benefits is a top priority for SERIS. We undertake to take all necessary measures to prevent accidents. All subsidiaries and SERIS personnel are aware of and involved in the prevention

approach of the Group. Security is everyone's business. SERIS group's aim is to consolidate human capital by giving meaning to the work of the men and women who have chosen this business, by offering the most favourable working conditions possible to attract and retain talent and encourage a continued and qualitative social dialogue.



FAMILY INDEPENDENCE AND LONG-TERM VISION

SERIS, the leading independent group in the French security market, is characterised by a private and family shareholding. The latter guarantees the stability and sustainability of the group, by promoting the implementation of an industrial strategy.

Driven by a desire to register a sustainable pathway on the international security landscape, the SERIS group favours a responsible approach to its activities, to guarantee a sustainable operation and greater resilience.

ENVIRONMENTAL RESPONSIBILITY

As part of its activities, the SERIS group is well aware of the environmental dimension and keeps track of its main impacts while always seeking to limit them. SERIS Group's Environmental Policy is based on guiding principles deployed by all our subsidiaries. The purpose is to inform

customers and partners about our commitments and to raise awareness to our employees in order to embed environmental responsibility into our practices. To continually improve its environmental performance, the SERIS group keeps track of the effective implementation of the above principles and their results.

ETHICAL AND FAIR PRACTICES

As a well-known player within the Profession, SERIS group attaches paramount importance to the integrity needed to govern commercial relationships and professional practices on a daily basis.

The continually growing Group integrates hundreds of new employees every year and interacts with numerous partners. This is why SERIS chose to formalise its rules of conduct in a code of ethics that everyone must respect.