

Group Policy

# Loomis – Group Health & Safety Policy

Document information		
Document type	Group Policy	
Adopted by / date	Board of Directors	2026-02-03
Document number		
Governance area owner	Chief Risk Officer	
Functional document owner	Group Sustainability Manager	
Next review	2027	
Confidentiality	Open internally / Open externally	

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# 1. Introduction

## 1.1. Background and purpose

The purpose of this Health & Safety Policy is to define Loomis Group's commitment to providing and maintaining a safe and healthy working environment for all employees, contractors, visitors, and other stakeholders affected by our operations.

This policy is established based on the principles and guidelines of ISO 45001:2018, and reflects Loomis' core values of People, Service and Integrity.

## 1.2. Scope

This policy applies to all Loomis Group entities, subsidiaries, and employees worldwide, including contractors working on behalf of Loomis. It covers all activities, facilities, and operational environments where Loomis operates.

## 1.3. Structure of related documents

The Group's governance documents related to this Policy consist of the following:

- Policy – Group Enterprise Risk Management Policy
- Policy – Group Risk Appetite Statement
- CEO Instruction – Loomis Occupational Health & Safety Program (LOHSP)

## 1.4. Definition

N/A

# 2. Roles and responsibilities

**Group Management Team** shall demonstrate leadership and commitment to occupational health and safety by integrating Health & Safety considerations into strategic and operational decisions.

**Regional Presidents (RPs)** are responsible for:

- Overseeing the implementation of the Loomis Occupational Health & Safety Program within their respective regions.
- Ensuring that Country Presidents/Entity CEOs have adequate resources and support to comply with this Policy and related procedures.
- Monitoring adherence to Health & Safety standards across all countries in their region and initiating corrective actions where necessary.

- Facilitating communication and sharing of best practices between countries to continuously improve Health & Safety performance.
- Reporting regional compliance status and significant Health & Safety issues to the Group Management Team.

**Country Presidents/Entity CEOs** are responsible for ensuring that all employees under their supervision comply with safety procedures and that appropriate preventive measures are in place.

Each Country President/Entity CEO is also responsible for monitoring compliance with this Policy and implemented local governance documents and supporting procedures and to, upon request, report the result of such monitoring to Loomis AB.

It is the Country President's/Entity CEO's responsibility to ensure that all employees and consultants within its respective countries are aware of the content of this Policy and its fundamental purposes and concepts.

**District Vice Presidents (DVPs)** are responsible for:

- Supervising the execution of Health & Safety programs within their districts in alignment with regional and country-level directives.
- Supporting local management teams in resolving Health & Safety concerns and implementing corrective actions promptly.
- Promoting a strong safety culture by ensuring employees understand and comply with this Policy and related procedures.
- Escalating unresolved or systemic Health & Safety issues to the Regional President for further action.

**Employees** are responsible for following safety instructions, using provided protective equipment, and immediately reporting unsafe conditions or incidents. All employees are required to understand and comply with this Policy; violations may result in disciplinary actions including termination of employment.

### 3. Policy Statement

Loomis is committed to:

- **Preventing injury and ill health** (including mental health) by providing safe and healthy workplaces and eliminating hazards wherever practicable.
- **Complying with all applicable legal and regulatory requirements** and other obligations related to occupational health and safety.

- **Identifying and assessing risks** associated with our operations and implementing effective controls to minimize those risks.
- **Consulting and involving employees** and their representatives in decision-making on matters that affect their health and safety.
- **Providing training, information, and supervision** to ensure that employees are competent to perform their tasks safely.
- **Continuously improving** the Occupational Health & Safety Program (OHSP) through proactive monitoring, audits, and corrective actions.
- **Promoting a culture of safety** in which every employee takes personal responsibility for their own safety and that of their colleagues, customers, and the public.

## 4. Risk Management and Continuous Improvement

Loomis shall maintain documented processes for:

- **Hazard identification and risk assessment** using the Group ERM framework.
- **Incident investigation** to determine root causes and prevent recurrence.
- **Monitoring and measurement** of safety performance through KPIs, audits, and inspections.
- **Management reviews** to evaluate the effectiveness of the OHSP and identify opportunities for continual improvement.

## 5. Communication and Consultation

Loomis will ensure open communication regarding health and safety matters across all levels of the organization.

- Employees and their representatives shall be consulted and encouraged to participate actively in safety committees and improvement initiatives.
- The policy shall be made available to all employees via the Group's Policy Hub and Loomis Model, and to external stakeholders through Loomis' external website.

## 6. Exemptions and deviations

Any exemptions from this Policy shall be approved by the Board of Directors.

Any identified deviation from this Policy shall be reported to the Chief Risk Officer or the Chief Human Resources Officer.

## **7. Update and approval**

The Board of Directors shall review and adopt this Policy annually or, if deemed necessary, whenever there is a need or requirement to do so.

## **8. Contact person**

If you have any questions about this Policy, you may contact the Chief Risk Officer or the Chief Human Resources Officer.

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