



MAKING THE WORLD A SAFER PLACE

Corporate Social Responsibility
RESULTS 2017 - PUBLISHED 2018



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

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MAKING THE WORLD A SAFER PLACE

President's Declaration

I am pleased to confirm the commitment of SERIS Group to the 10 principles of the United Nations Global Compact.

The values and principles of the United Nations Global Compact are in line with those that SERIS Group has been nurturing since its origin.

They enable us to integrate into our governance the fundamentals of societal responsibility, in line with the expectations of our stakeholders. Our policy includes the protection of the environment, the health and safety of our employees, respect for people without any discrimination, the fight against corruption and responsible purchasing.

One year after this public commitment, our first Communication on Progress (COP) presents an overview of the principal actions carried out in France, Belgium and the Netherlands during the year 2017 to improve the integration of the principles into the strategy, the culture and the daily activities of SERIS Group.

Our commitment to this approach is a guarantee of our progress and sustainability in accordance with a growth shared by the company, its collaborators, its customers, its partners and, more broadly, the territory and the civil society in which the activities of SERIS Group operate.

*Our commitment to this
approach is a guarantee
of our progress
and sustainability*

Confident of this dynamic, and wishing to continue our efforts for sustainable development, I renew, on behalf of myself and on behalf of our employees, my commitment to the Global Compact and my support for its ten principles that we strive to respect in the conduct of our activities and promote through our principal communications media.

Guy TEMPEREAU,
President





CSR at the heart of SERIS Group's strategy

In 2016, the Group wished to enhance and structure all transversal actions and initiatives into a more comprehensive and strategically integrated project. Accompanied by a firm specialising in sustainable development, SERIS then launched a comprehensive analysis of its practices and formalised its own CSR approach centred around the company's mission: "To participate in making the world a safer place". Although human consideration is at the heart of the project, the Group's strategy is based on 7 key principles shared by all the Group's subsidiaries in France and abroad.

CSR is in the DNA of our Group.

Our development ambition, long-term vision and transmission to future generations are at the heart of the strategy of this independent family group. From the beginning, this has driven the Group to be a leading responsible player in social, societal and environmental matters.

CSR is in the DNA of our Group. Our actions are grounded in the long term. We know that our family will continue to drive the business, and that it must also bear the consequences of our actions today.

Whereas responsible vision has been at the heart of the Group's daily actions from the outset, the formalisation of CSR as a strategic axis in its own right is more recent.

The implemented action plan led to the adherence to the principles of the Global Compact in 2017 and the drafting of several founding documents, based on the responsible approach of the Group, including: CSR Policy, Environmental Charter and the Charter for Responsible Purchasing.

The objective of this approach is to equip the whole Group with responsible practices and encourage its employees, customers and partners to commit themselves to human rights and employment laws, to respect the environment and to fight against corruption.

Audrey PROU,
Deputy Chief Executive Officer

GLOBAL COMPACT

10 The PRINCIPLES



HUMAN RIGHTS

1. Businesses should support and respect the protection of internationally proclaimed human rights;
2. Businesses should make sure that they are not complicit in human rights abuses.



LABOUR

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. Businesses should uphold the elimination of all forms of forced and compulsory labour;
5. Businesses should uphold the effective abolition of child labour;
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.



ENVIRONMENT

7. Businesses should support a precautionary approach to environmental challenges;
8. Businesses should undertake initiatives to promote greater environmental responsibility;
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.



ANTI-CORRUPTION

10. Businesses should work against corruption in all its forms, including extortion and bribery.

17 The GOALS (SDGs)

SUSTAINABLE DEVELOPMENT



THE COMPANY

seris

OUR MISSION: TO PARTICIPATE IN MAKING OUR WORLD A SAFER PLACE

SERIS Group, 100% owned and controlled by the TEMPEREAU family, differentiates itself by a strong entrepreneurial spirit and strong human values.

Since its origins, SERIS Group has helped to provide answers to the growing need by companies and Governments for an accompaniment in safety and security. The merits of our profession are obvious. Private security is today a vital player, recognised and referenced alongside the public security forces.

Built on decades of experience in the field of security, SERIS has developed a complete range of services in order to best meet the varied expectations of its clientele: human monitoring, mobile security, electronic security, remote monitoring, training, not to mention audits and security consulting services, and also the storage of electronic data.

In fact, in each country, we have several companies with expertise in their field of action, which enables us to propose combined offers. We are able to adapt to the needs of our customers, and thus help them to benefit from the best solutions, based on both the human element and technology.

Now present at an international level, the Group today addresses the profound changes in security issues with ambition, drive, and efficiency.

Driven by the will to permanently enter the global security landscape, Guy Tempereau and his children are working together towards a policy of progressive and controlled growth. In order to achieve this they rely on the confident, committed and professional teams in each of the countries where the Group is present.

"Our long-term vision and our investment capability enable us to innovate, to anticipate the new international challenges and to achieve, in a sustainable way, our initial ambition: to participate in making our world a safer place."

Guy TEMPEREAU

A GROUP FOUNDED ON STRONG VALUES

SERIS has built its success around 4 values: Respect, Sharing, Discipline and Dynamism. These values underpin our actions and commit us to social responsibility. To create stable and sustainable jobs, to give meaning to the work, to integrate social issues in our strategic directions, to promote integration and ensure the health and safety of workers, customers and the public: this is our ambition and this is our goal.

THE FAMILY SHAREHOLDERS AS A STRONG DIFFERENTIATION STRATEGY

SERIS is the leading independent group within the security market, characterised by a private shareholding grouped around the Tempereau family.

This family shareholding ensures the stability and sustainability of the Group, by imposing the implementation of a non-financial and industrial strategy.

Since 1975, the CEO and main shareholder Mr. Guy Tempereau has reaffirmed his wish to expand the Group while ensuring its sustainability. Also, equipped with a core of stable and strong shareholders, SERIS continues its growth and expansion carefully but surely while adopting a resolutely forward-looking vision.

The family history, the stability of the company and its strategy of transmission to future generations are strong elements of differentiation for SERIS within its market and are undeniable assets for coping successfully with crises, with the assistance of all its employees and the trust of its customers.





OUR PROCESS OF CONTINUOUS IMPROVEMENT

Since its origins, SERIS' priority has always been oriented towards customer satisfaction and loyalty through its services. The current security environment and the evolution of safety activities means we have to continually adapt our organisations.

Within its activities, SERIS integrates a quality management system that enables it to continually consolidate and improve its services and its organisations in order to respond effectively to the expectations of its stakeholders.

Driven by the desire to improve its performance, SERIS strives to involve all its stakeholders (collaborators, customers, suppliers) in this process, which is a key part of the strategy and culture of the company. This dynamic provides a framework for operating, piloting and managing the company's efficiency and competitiveness, therefore reaffirming its commitment to its customers and collaborators.

OUR CERTIFICATIONS AND ACKNOWLEDGEMENTS

IN FRANCE

- **ISO 9001: 2015** – Executive Management, SERIS Security, SERIS Airport, SERIS Monitoring (Tele-surveillance), SERIS Academy
- **MASE** (Safety Improvement Manual for Businesses) – Relevant Agencies
- **CEFRI** (French Business Committee for the training and monitoring of personnel working under ionizing radiation)
- **ECOVADIS**: Silver Medal (Evaluation of the CSR management system)



IN BELGIUM

- **ISO 9001: 2015** - SERIS Academy, SERIS Monitoring, SERIS Security, SERIS Technology
- **IQnet SR10** (Certification of the corporate social responsibility management system)
- **ISO 14001: 2015** – SERIS Technology
- **VCA** (Veiligheid Checklist Aannemers/ Safety Checklist Contractor) – SERIS Technology



IN THE NETHERLANDS

- **ISO 9001: 2015**
- **VCA**



OUR COMMITMENT TO THE PROFESSION

SERIS is actively involved within the sector's organisations and associations in order to participate in the professionalization, valorisation and evolution of the private security profession.



OUR APPROACH

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: Environmental (Planet), Social/Societal (People) and Economic (Profit).

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.

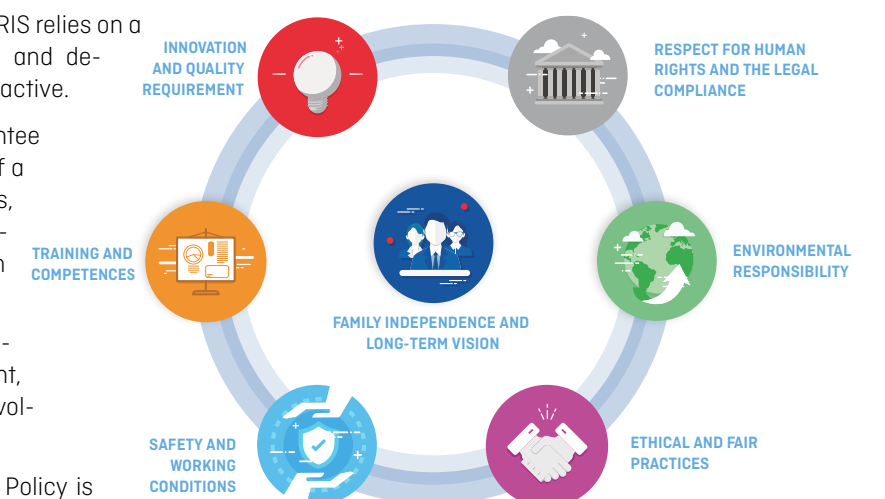
The expertise, knowledge and know-how of SERIS relies on a continuously improving approach, controlled and deployed on each of the sites where the group is active.

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.

PLANET PEOPLE PROFIT



HUMAN RIGHTS



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

SERIS respects the international rules set out by the Organisation of the United Nations (UN). It adheres to the principles of the Universal Declaration of Human Rights, the fundamental conventions of the International Labour Organisation (ILO) and to the guiding principles of the Organisation for Economic Cooperation and Development (OECD).

In general and in all circumstances, SERIS undertakes to observe international, national and local regulations as well as the rules of professional conduct related to its activities, and expects all its employees and stakeholders of the Group to have the same commitment.

These commitments are communicated to all our stakeholders in the CSR policy as well as in the Group's Responsible Purchasing Charter, available for download on the website www.seris-group.com

CODE OF ETHICS

Furthermore, as a member of the International Security Ligue, SERIS is also formally committed, as part of its activities, to the principles of the 6 chapters of the Code of Conduct and Ethics of the International Security Ligue:

- Human Rights
- Laws and regulations governing private security
- Business Ethics
- Working Conditions
- Environment
- Compliance and implementation

This Code is a set of rules governing our conduct in the exercise of our activities. It is available to all of our stakeholders on the International Security Ligue website.



AWARENESS OF OUR STAKEHOLDERS

Stakeholder mapping was established in 2016 in the diagnosis of our practices according to the Standard ISO 26 000.

This mapping also helped identify means of communication available to us, or to be implemented, in order to be able to interact with our stakeholders.

Since SERIS committed to the Global Compact, all our staff have been sensitised to human rights, through our various channels of communication.

The integration of all new employees includes the presentation of the Global Compact of the United Nations and human rights awareness.

Furthermore, the Group's membership of the Global Compact and the promotion of its 10 principles are displayed permanently under the heading "Responsibilities" on our Group Corporate site, which is accessible to all, in both French and English.

THE 2 PRINCIPLES

1. Businesses should support and respect the protection of internationally proclaimed human rights;
2. Businesses should make sure that they are not complicit in human rights abuses.

THE 12 SDGs

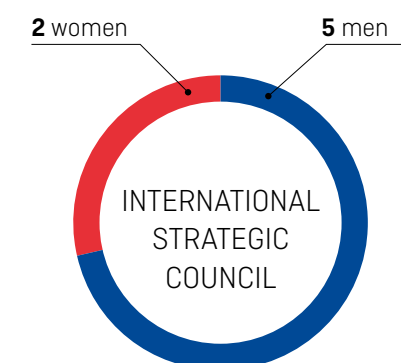




HUMAN
RIGHTS

14,4 %

THE SHARE OF WOMEN
IN THE GROUP



GENDER MIX

Security is an area where men are mostly present. One of our projects is to increase the gender diversity of our teams, including in managerial positions.

Our job offers are, for this purpose, systematically mixed.

The share of women is 14,4%. Out of 7 permanent members of the International Strategic Council, 2 are women (28.5%).

COMMITMENT OF SUPPLIERS

In accordance with its own commitments, SERIS requires its suppliers and/or subcontractors to undertake to respect the fundamental conventions of the ILO (International Labour Organisation), in particular:

- to respect the minimum legal age limit for working

- to have no recourse to forced or mandatory labour
- to eliminate any form of discrimination in access to employment and career
- to promote equality of treatment and equality of opportunity.

All of these points are detailed in the Group's Responsible Purchasing Charter.

DIVERSITY AND EQUAL OPPORTUNITIES

By standardising our methods of recruitment, evaluation and promotion, we guarantee equality of opportunity and treatment.

Through the creation of a dedicated Disabilities Department and our partnerships with organisations of rehabilitation, we are committed to all our

candidates and employees to respect ethnic and social diversity. By our social policy, we are investing in equality of opportunity, and we affirm our multicultural identity.

Indicators have been set up to follow the plurality of profiles of our Group.

FOCUS ON SERIS FRANCE AND ITS DISABILITIES DEPARTMENT

Since 2014, SERIS France has affirmed its commitment to employment of people with disabilities by signing a convention for 2 years with the AGEFIPH, the association responsible for managing the development fund for the professional integration of people with disabilities. A Disabilities Department was then implemented within the group in order to meet the ambitious objectives set by the disability policy.

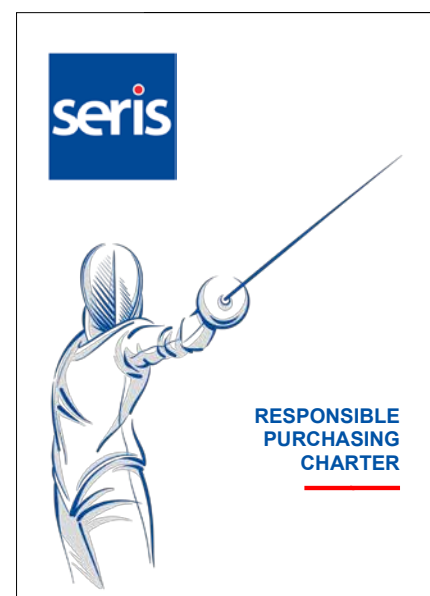
Two years later, the goal of employing 91 workers with permanent disabilities was exceeded. We now employ 103 workers with permanent disabilities, which is an overall employment rate of 5,12%. This very positive outcome is the result of a

qualitative collaboration between SERIS and the AGEFIPH as well as the involvement of all the teams in the Group.

Beyond the increase in the recruitment of new employees with disabilities, special attention has been given to training and awareness of disabilities to local managers.

Furthermore, the Disabilities Department has implemented concrete actions: development of partnerships with the specialised agencies, as well as active participation in specialised forums and the EDEW - European Disability Employment Week.

In 2017, the Disabilities Department continued to support career progression and job retention. In addition, awareness and training actions were extended, especially destined for the new managers recruited.





HUMAN
RIGHTS

Convinced that growth only makes sense if it is shared by the company, its employees, customers, partners and, more widely, the territory and civil society in which the activities of the Group are incorporated, SERIS is committed on a regular basis to actions of solidarity, as evidenced by the following actions.

SERIS NETHERLANDS SUPPORTS THE FOUNDATION “SAINT FOR EVERY CHILD”

To give the Saint a helping hand, the foundation «Sint voor ieder kind» (Saint for every Child www.sintvooriederkind.nl) organised, on Saturday 18 November 2017, for the 10th consecutive year a collection campaign in which they collect new toys for kids growing up in families who lack the money to buy toys for this special day themselves.

The Saint for every child Foundation consists of a team of volunteers who together ensure that every child can celebrate a happy Saint Nicholas feast with gifts. In collaboration with the Hellevoetsluis food bank, the Foundation was able to make 131 children happy in 2016.

The “Saint for every child” Foundation collects only new toys.

Aad de Vries, General Manager of SERIS said: *“I am happy when I see happy faces. An employee with a smile on his face, because he feels well working for SERIS, or a customer who is happy with the excellent services provided by the Security team at his location, are examples of this. I also like to cheer up children who have not opted for Saint Nicholas quietly passing their house. For this reason SERIS supports this great initiative again this year.”*



SERIS BELGIUM SPONSORS A CHILD VIA ANDROID 34

SERIS Belgium has supported the Association Android 34 to help Charles, an 11-year-old child who has had his left leg amputated.

As a sponsor, SERIS Belgium has financed the purchase of a “blade”, a quality prosthetic that enables the child to run and perform sporting activities.

SERIS Belgium also contributes financially to other projects of the Association by participating in charitable events.



ANDROID
34



a world that
offers everyone
the best chance
to preserve
his or her health



SERIS, PATRON OF THE INSTITUT CURIE FOR ITS KDOG PROJECT

SERIS Group announced at the end of 2017 its commitment to the Institut Curie, becoming a Patron of the Breast Cancer Screening Research Project, KDOG, initiated by Dr. Isabelle Fromantin.

Based on the principle of canine odology, this programme uses a reliable, non-invasive, inexpensive detection method that provides an alternative to first-line mammography. KDOG could therefore help to simplify the diagnosis and extend cancer screening to a wider population.

The dogs at the heart of the detection process are trained by canine experts to detect the smell of cancerous cells. They work together on the olfactory memorisation at a very low threshold of detection of infected cells on tumour samples, then on wipes applied directly to women's bodies for a whole night.

The KDOG method could thus give access to cancer screening tools to people who are currently denied access to them. It would be particularly ideal for people with reduced mobility and reproducible in emerging countries and disadvantaged territories where many cancers are simply not detected.

“Since its inception, our Group's ambition has been: to participate in making the world a safer place by the protection of property and persons. A safer world is also clearly a world that offers the best chance to everyone in it to preserve his or her health. Our commitment to the KDOG Project is the result of a fruitful meeting with Isabelle Fromantin and her team around a common keyword: prevention. We couldn't not share the values of simplicity and humility that underlie the KDOG Project.” says Audrey PROU, Deputy Chief Executive Officer of the SERIS Group.

LABOUR



SERIS Group undertakes to abide by the principles of the UN Global Compact, the Universal Declaration of Human Rights, the ILO Declaration (International Labour Organisation) on fundamental principles and rights at work, and OECD Guidelines (Organisation for Economic Co-operation and Development) as well as laws and regulations in force in all the countries where it operates.

A SOCIALLY RESPONSIBLE COMPANY

Social balance, respect for diversity, equal opportunities together with health and quality of life at work are the cornerstones of our commitments. 93 % of our workforce benefit from full-time, permanent contracts. Fixed-term contracts are exclusively dedicated to one-off, replacement or reinforcement missions. We also affirm our willingness to create employment close to our client sites by promoting recruitment and professional integration locally.

REMUNERATION AND WORKING HOURS

SERIS undertakes to comply with all regulations relating to remuneration, benefits and maximum working hours, including those concerning the minimum wage, overtime pay, piece work and any other remuneration elements.

OUR TEAMS: OUR CAPITAL

The satisfaction of our clients rests on the commitment of our teams in the field. They embody our professionalism and expertise in safety and security, and make the value, efficiency and competitiveness of our company. We accompany the women and men of SERIS in the evolution of trades and skills with care, respect and goodwill.

93%

OF OUR WORKFORCE
BENEFIT FROM FULL-TIME,
PERMANENT CONTRACTS

THE 4 PRINCIPLES

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. Businesses should uphold the elimination of all forms of forced and compulsory labour;
5. Businesses should uphold the effective abolition of child labour;
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.

THE 8 SDGs





ENSURING HEALTH AND SAFETY AT WORK

Any person working for, or with, SERIS is entitled to a working environment that ensures his/her health and safety.

Preservation of the health and safety of employees and third parties as part of its benefits is a top priority for SERIS. As part of our integrated management system of quality and safety at work (ISO 9001: 2015), we are committed to ensure that all necessary measures are taken to prevent accidents.

Also, a risk and prevention assessment is carried out and written up in advance at each client's site with a resolute commitment to implement the necessary

individual or collective resources. This enables us to identify risk situations and implement the instructions and appropriate measures to preserve the health and safety of employees.

During a first visit to a client's site, SERIS management ensures that the environment and the working conditions of its employees are decent and satisfactory. If the working conditions are not acceptable, SERIS then reserves the right to refuse the commercial contract, as the well being of its employees is a necessary condition for the exercise of its tasks.

Security is everyone's business

AWARENESS AND PREVENTION

The Quality Management Department of SERIS in each of the three countries provides site managers with the necessary information on health and safety at work, and the procedures and instructions to be respected.

Security is everyone's business. All subsidiaries and all SERIS personnel are therefore aware and involved in the Group's prevention procedures, via different tools and media:

- The Quality Management Department of SERIS France provides its agencies with a library of 'Flash Security' (safety prevention messages) on their intranet, which are then displayed at the sites. Moreover, the agencies, in partnership with the Quality Management Department, organise security talks in relation to news, regulations, or incidents that have arisen. They pro-

vide an opportunity for exchanges between employees and agency managers to raise awareness amongst the team on one or more specific topics and sets of measures or appropriate actions...

- SERIS Belgium sends monthly safety messages, called 'Securoscope' via the company email system
- SERIS Netherlands, within the framework of its VCA certification, regularly sends prevention communications, "Toolbox".

17
OVERALL
FREQUENCY RATE

1,1
OVERALL
SEVERITY RATE*

The preservation of health and safety for everyone is also a priority throughout SERIS chain of values.

In this regard, SERIS requires its suppliers or subcontractors to respect a health and safety policy that aims to guarantee that every employee has a safe and healthy workplace and to maintain an environment in which human dignity is respected (Conventions 120 and 155 of the ILO).

In particular:

- to take all necessary measures in order to limit any risk to the health and safety of workers.
- to ensure that all products and services comply with the prescribed standards concerning health and safety.

- to provide the necessary individual and collective protection in order to prevent or control risk and dangerous situations.
- to ensure that the working environment of its employees is free from physical, psychological or verbal harassment or other improper conduct.
- to use only qualified and trained staff who have received the necessary instructions to be able to successfully complete their activities.





LABOUR

giving meaning
to the work of
men and women

SOCIAL DIALOGUE

SERIS undertakes to respect the freedom of association and the right to organise and bargain collectively in accordance with Fundamental Conventions 87 and 98 of the ILO.

SERIS Group encourages the development of an on-going, qualitative social

dialogue with the social partners in the interests of all employees of the Group. That's why the staff representative bodies are regularly consulted, not only at a European level via the ECE but also at a national level in each of the countries where the Group is present.

WELL-BEING AND LIFE/WORK BALANCE

SERIS Group aims to strengthen its human capital by giving meaning to the work of men and women who have chosen its businesses, by offering the most favourable working conditions possible to attract and retain their skills.

Sending schedules to agents is undertaken in each country in accordance with the regulatory provisions each month. As far as possible, SERIS practices the adaptation of schedules based

on personal constraints and in all cases respects the working time regulations: respect for rest periods, consecutive hours of work limits etc. For last minute replacements that are made on a voluntary basis, SERIS has implemented an availability bonus and a mileage compensation scheme.

Psychological support is also offered in exceptional circumstances (aggression, bereavement, etc.)

97 524

TOTAL NUMBER OF
TRAINING HOURS PAID

392

NUMBER OF PERMANENT STAFF
PROMOTED DURING THE YEAR



ZOOM ON THE POLICY FOR SANDWICH COURSE TRAINING

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 human resources department closer to its employees.

SERIS strives to provide every employee with the keys for individual and collective development. Induction, training, internal school (SERIS Academy), internal promotion, career development, skills development: SERIS has adopted strong policies to meet the requirements of the private security sector in full evolution while offering each of its employees the opportunity to grow with the company.

SERIS has therefore implemented a real dynamic of internal mobility based on the identification of potential and development of in-house skills.

As part of its policy in favour of work based learning, SERIS France launched an extensive campaign at the start of the academic year 2017. The objective of the Group is, through the integration of youths in work based learning, to reinforce the professionalisation of its businesses, integrate new talent and support the development of the Group. In the year 2016/2017, thanks to the implementation of this policy, we were able to support 78 people in their training. Through this system, SERIS prepares the future and perpetuates its know-how. It represents a real opportunity for the Group to ensure the renewal of skills while providing youths with a springboard to employment - a truly win-win situation.

ENVIRONMENT



As a provider of security services, our environmental footprint is relatively small. Nevertheless, as small as it is, we have produced an assessment of our impact in order to try to limit them.

SERIS Group's Environmental Policy is based on the following guiding principles:

- To reduce the impact of our activities on the environment
- To recycle our waste and participate in the enhancement of our materials
- To invest in opportunities to reduce our environmental footprint
- To raise awareness of Eco-gestures and encourage internal initiatives
- To integrate environmental criteria into our supplier and partner relationships
- To participate in the correct application of our clients' on-site environmental policies

These principles are deployed by all our subsidiaries. To continually improve its environmental performance, the SERIS group keeps track of the effective implementation of the above principles and their results.

THE 3 PRINCIPLES

7. Businesses should support a precautionary approach to environmental challenges;
8. Businesses should undertake initiatives to promote greater environmental responsibility;
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.

THE 10 SDGs



REDUCE THE IMPACT OF OUR TRAVEL ARRANGEMENTS

The impacts associated with travel within the group are being tracked and measured in order to keep them to a minimum.

All the subsidiaries of the Group strive to choose low-emission vehicles and track consumption.

103,8

AVERAGE CO₂ EMISSIONS
IN g/Km PER VEHICLE*

MORE THAN

78 %

PERCENTAGE OF VEHICLES
LESS THAN 115g CO₂/Km
(excluding pick-up trucks)*

In France during 2017, the entire SERIS structure (general management buildings and agencies) were equipped with videoconferencing systems. These systems completed an application already in place on smartphones for itinerant workers. These initiatives provide an interactive and user-friendly alternative to

business travel, and help reduce the impact on the environment.

Furthermore, SERIS France systematically proposes the implementation of electric vehicles, complete with recharging terminals.

REDUCE THE IMPACT OF OUR TRAVEL ARRANGEMENTS (continuation)

Sensitive to the safety of its personnel, SERIS France wished to commit to signing the national appeal of businesses supporting road safety. Road accidents are now the leading cause of death at work in France. Therefore, an internal awareness campaign, for management as well as for agents on site, took place throughout the year 2017.

In Belgium, SERIS employees benefitted from an industry initiative concerning their own travel to work: 100% reimbursement of public transport season tickets and the payment of a bonus to bicycle users.

The mobile security division are supplied with vehicles equipped with on-board telematics enabling feedback on the use and driving style directly from

the vehicles to optimise fleet management. Road safety and eco-driving awareness are included in the training of all mobile intervention agents.



Public transport season tickets 100% reimbursed

LIMIT THE FOOTPRINT OF MANDATORY PROFESSIONAL CLOTHING

In France, the year 2017 saw the implementation of recycling facilities for uniforms throughout the network of agencies. Carried out in partnership with our supplier Mulliez-Flory, it consists of collection points within the agencies for the recovery of used uniforms which are then sent to recycling plants where the material is unravelled and the threads recycled.

SERIS Belgium, who already practice the collection of worn professional clothing for recycling with a partner, has developed a form of renewal of uniforms closer to the real needs of the agents through a system of annual points. This simple initiative allows them a responsible management of the stock of uniforms.

REDUCE OUR WASTE AND PARTICIPATE IN ITS RECYCLING

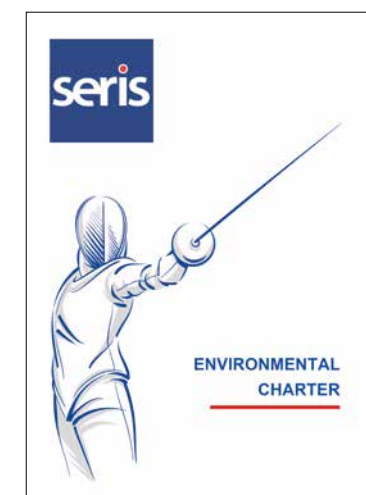
SERIS Group practices waste recycling and participates in the recycling of its equipment as far as possible.

In each of the countries, partnerships are set up for the collection and recycling of papers, including confidential papers.

The recycling of computer equipment is also undertaken in various subsidiaries of the SERIS Group.

In France, hardware that has become obsolete is given to the SNALIS association who recondition them for donation to their members: people in precarious situations, associations, and environmentally aware people...

This association promotes re-use before recycling, by limiting the Waste of Electric and Electronic Equipment and combat exclusion through access to technology.



In Belgium, the economies made from recycling the obsolete hardware has helped SERIS to participate in an initiative of reforestation of land by the association, Natuurpunt, who work for the protection of fragile and threatened natural environments. On Sunday, November 27, 2016, the CEO of SERIS Belgium, Danny Vandormael, accompanied by several personnel, planted 115 trees to bring its full support to this ecological project.

On February 20, 2017 SERIS received a certificate from its partner 'Out of Use' for the delivery of 1.634 tons of electronic waste, 89.98% of which could be recycled into secondary raw materials, thus avoiding 2.353 tons of CO₂ emissions.

EDUCATE OUR STAKEHOLDERS IN SUSTAINABLE DEVELOPMENT

The Group's Environmental Charter was formalised and disseminated in 2017.

It can be downloaded in French and English from the "Our Responsibilities" heading of the website www.seris-group.com. It is intended to inform customers and partners of its commitments and to educate all our employees in order to anchor the environmental responsibility in our practices.

In each of the countries, employees are also made aware of the environmental policy in force at customer sites, which is closely monitored. Specific elements relating to the environment are integrated into procedures.

The Group also proposes to achieve, within the framework of its services, «res-

ponsible rounds», during which officers ensure that environmental conservation guidelines are applied (absence of leaks, closing doors and windows, turning off lights, etc.).

These actions enable us to participate in the implementation of environmental policies for our clients on their sites.

Finally, with a view to involving our suppliers and subcontractors with SERIS in favour of a greater respect for our environment, environmental criteria have been integrated into the Group's Charter for Responsible Purchasing. This can be consulted by everyone, in French and in English, on the Group's website under the heading "Our Responsibilities".

115 trees planted by our staff and their families



ANTI-CORRUPTION



ETHICS AND INTEGRITY

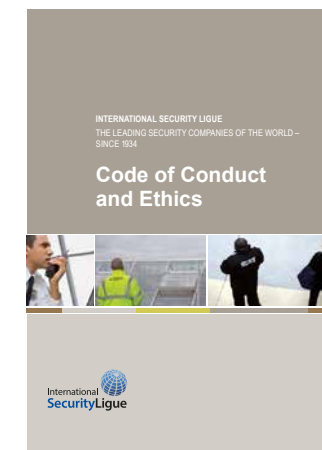
As a key player within the Profession, SERIS Group attaches paramount importance to the integrity that, on a daily basis, must govern its commercial relationships and professional practices.

As a member of the International League of Surveillance Societies, SERIS is also formally committed, as part of its activities, to respect the Code of Conduct and Ethics of the International League of Surveillance Societies. This Code is a set of rules governing our conduct in the exercise of our activities.

It is available to all of our stakeholders on the website of the International League of Surveillance Societies.

As part of its professional activities, the Group strives to practice its business relationships in an accurate and complete manner. In each subsidiary, an internal control procedure is implemented during costing operations and signing of customer contracts.

Business relationships conducted in an accurate and complete manner



THE PRINCIPLE

10. Businesses should work against corruption in all its forms, including extortion and bribery.

THE 4 SDGs



THE FIGHT AGAINST CORRUPTION

In 2017, the Group and its subsidiaries began, in conjunction with a specialised firm, the implementation of detection and prevention measures regarding corruption or influence peddling throughout its activities, national or international, as provided for by Article 17 of the law 'Sapin 2'.

A comprehensive compliance plan was therefore undertaken. It provides:

- training/awareness workshops for top executives on the fight against corruption

- a list of the major risks of exposure to corruption

- the development of a risk assessment

- the preparation and dissemination of an Anti-corruption Code of Conduct applicable to all employees of the Group

- consideration for a whistleblowing process.

The different steps of this plan will be deployed within the coming months.



ANTI-CORRUPTION

RESPONSIBLE PURCHASING

In accordance with its commitments, SERIS deploys a purchasing policy that aims to contribute to the economic efficiency of the company while establishing a balanced and sustainable collaboration with its partners.

For SERIS, management of the value chain plays a key role in the success of the company. It is a lever to reduce the negative impacts and increase the positive impacts on the three major areas: Economic, Environmental and Societal.

Also, in 2017, the Group chose to formalise its purchasing policy and the commitments that it demands of its suppliers and subcontractors. The Group's Charter for Responsible Purchasing is freely available on the website www.seris-group.com, under the heading «Our Responsibilities».

This Charter is evidence of our desire to integrate the principles of sustainable development into our activities and our interactions with our suppliers and subcontractors in order to improve our overall performance.

It is intended to be a common benchmark for buyers within the Group and its suppliers. It describes the commitments that SERIS is asking its suppliers and subcontractors to respect, in the same way that SERIS is committed to respect them, and this applies in all the countries in which the Group operates.

By signing this Charter, they undertake to apply it on a daily basis and to participate with SERIS in the implementation of this approach in a perspective of continuous progress and sharing.

balanced and
sustainable
collaboration
with its partners

TRANSPARENCY AND CONTROL

The Administrative and Financial Department has implemented a strict and rigorous internal control process to ensure on-going cost management.

Furthermore, internal audits are also conducted regularly in France, Belgium and the Netherlands, in accordance with Standard ISO 9001: 2015.

The Group's consolidated accounts are verified and approved annually by the Board of Auditors.

Note: The indicators present in this document include the figures of SERIS Group and its subsidiaries in France, Belgium and the Netherlands. They relate to the calendar year 2017.

*Some indicators only include figures for France and Belgium. However, the latter remain representative, with activities in France and Belgium representing 97% of the turnover of Separgefi, the parent company of SERIS Group.



www.seris-group.com