



## SERIS ESG Policy

FOR-SB-GEN-02 SERIS ESG Policy - edition 2 – 19/06/24

### Subject

Formal policy on ESG ( Environment, Social, Governance )

### Purpose

The purpose of this policy is to create guidance during our journey towards a more sustainable company. Within SERIS Belgium we want to enhance ESG awareness, involvement and actions in our daily work and our interactions with external stakeholders.

### Scope

Country / Subsidiaries / Department : Belgium / SERIS Security NV, SERIS Technology NV, SERIS Logistics NV, SERIS Event Security BV, SERIS Monitoring, SERIS Academy SBD NV / ALL departments

### Abbreviations

ESG	Environment Social Governance
CEO	Chief Enterprise Officer
CFO	Chief Finance Officer
CLO	Chief Legal Officer
SME	Small Medium Enterprises

### Introduction

At SERIS Belgium our ambition is to participate to make the world a safer place. Central to this commitment is our dedication to sustainability and the principles of Environment, Social, Governance (ESG), encapsulated by the pillars of People, Planet, Profit, and Partnership. We firmly believe that these values are not only integral to our operations but must also be upheld by all our business partners, including suppliers, customers, and stakeholders. We expect all our partners to align with international and national laws governing ethics, compliance, environmental stewardship, and human rights, in accordance with the standards set forth by the International Labour Organization (ILO), the Organization for Economic Co-operation and Development (OECD), and the ten principles of the United Nations Global Compact. With SERIS Group memberships of 'UN Global Compact' and 'The International League of Security Companies', SERIS demonstrates its devoting and commitment to foster ESG within their own company and security community. We are committed to review this policy on a regular basis.

### Disclosure

The SERIS Belgium ESG Policy will be disclosed on the SERIS Belgium website and made available to all external stakeholders

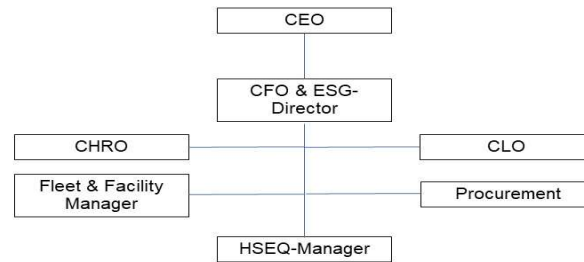
## SERIS Group

SERIS Belgium is a part of a family owned company headquartered in France. The ESG principles and guidelines from our mother company are considered in our SERIS Belgium ESG approach and roadmap.



## ESG Governance Model

### Organisation Chart ESG SERIS Belgium-15/01/24



- 1- Procurement department, is under the direct responsibility of the 'CFO & ESG Director'.
- 2- Minimal quarterly meeting, with concrete action plan, takes place between the 'CFO & ESG Director' and CEO.
- 3- Minimal quarterly meeting, with concrete action plan will take place between the 'CFO & ESG Director' and the HSEQ-Manager.
- 4- Minimal quarterly meeting, with concrete action plan will take place between the 'CFO & ESG Director' and the Target audience.

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## Environmental

In line with global conventions and our commitment to sustainability, SERIS holds itself and its stakeholders to high standards, expecting them to adopt practices that minimize their environmental footprint, conserve natural resources, and integrate eco-friendly technologies into their operations.

### Actions

- Under the guidance of external expertise we calculated for the first time our Carbon footprint following the Bilan Carbon Method for scope 1,2,3 of year 2021 and developed an action plan. The potential carbon reductions mentioned in the action plan are calculated with the available online SBTi module.
- We monitor 14 KPI's
- We aligned targets for all 14 KPI's for the following years and for 4 KPI's also a target for 2030.
- Due to the high impact of our fleet cars we introduced a new 'Car Policy' introducing Electric vehicles.
- We will start to buy renewable energy for future period
- All recyclable waste will be recycled
- All cleaning activities incorporate maximum ecological aspect
- Almost all our purchased employees wearables are made from BIO based or recycled materials
- This 'SERIS Belgium ESG policy' has been developed to create more transparency and commitment.

### KPI's & Targets Overview

ESG	KPI	Unit	Results 2021	Results 2022	Results 2023	Target 2024	Target 2025	Target 2026	Target 2027	Target 2030
E	Totaal absoluut Electriciteitsverbruik SERIS België	kWh	779.643	766.502	910.045	Jaarlijks -5%	Jaarlijks -5%	Jaarlijks -5%	Jaarlijks -5%	
E	% Verbruikte electriciteit afkomstig van hernieuwbare bronnen SERIS België	%		0	0	0	0	0	60	100
E	Totaal absoluut Aardgasverbruik SERIS België	kWh	723.770	952.932	611.781	Jaarlijks -5%	Jaarlijks -5%	Jaarlijks -5%	Jaarlijks -5%	
E	Totaal absoluut Waterverbruik SERIS België	m <sup>3</sup>	1586,00	1371,00	1426,00					
E	Totaal absolute CO2 uitstoot alle wagens op basis van de verbruikte brandstof, incl woon-werk verkeer SERIS België	Kg	2.582.886	2.408.021	2.134.248	Jaarlijks -15%	Jaarlijks -15%	Jaarlijks -15%	Jaarlijks -15%	
E	Gemiddelde CO2 uitstoot per wagen op basis van de verbruikte brandstof, incl woon-werk verkeer SERIS België	Kg	7875	6920	6314	Jaarlijks -15%	Jaarlijks -15%	Jaarlijks -15%	Jaarlijks -15%	
E	Percentage elektrische voertuigen op het totale wagenpark SERIS België	%		0	0	15%	30%	45%	60%	
E	Totale afvalproductie SERIS Security België	T	25,20	25,43	20,04					
E	% reused en recycled van totale afvalproductie SERIS Security België (Restafval,PMD, Papier en karton)	%		82,00	83,00					
E	Totale absolute CO2 uitstoot scope 1,2,3 SERIS België	tCO2e	15200	/	/	Jaarlijks -5%	Jaarlijks -5%	Jaarlijks -5%	Jaarlijks -5%	8455
E	CO2 uitstoot Scope 1 & 2 SERIS België	tCO2e	2732	/	/	Jaarlijks -5%	Jaarlijks -5%	Jaarlijks -5%	Jaarlijks -5%	1585
E	CO2 uitstoot Scope 3 SERIS België	tCO2e	12467	/	/	Jaarlijks -5%	Jaarlijks -5%	Jaarlijks -5%	Jaarlijks -5%	6870
E	Intensiteit CO2 uitstoot scope 1,2,3 per K€ omzetcijfer SERIS België	kg CO2e/k€ omzet	131	/	/	Jaarlijks -5%	Jaarlijks -5%	Jaarlijks -5%	Jaarlijks -5%	
E	Intensiteit CO2 uitstoot scope 1,2,3 per werknemer SERIS België	tCO2e/werknemer	2,80	/	/	Jaarlijks -5%	Jaarlijks -5%	Jaarlijks -5%	Jaarlijks -5%	



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## Social

SERIS emphasizes social responsibility, requiring to uphold fair labour practices, commit to diversity and Non-Discrimination, ensuring all possible health and safety precautions for all their internal and external stakeholders.

### Actions

- We monitor more closely 5 KPI's
- We align on yearly basis targets for all 5 KPI's
- None of the 5 KPI's contains a target for 2030
- We aim to start with NPS ( Net Promotor Score ) in 2024
- This 'SERIS Belgium ESG policy' supports the importance of the social part in our business who is mainly a people business.

### KPI's & Targets Overview

ESG	KPI	Unit	Results 2021	Results 2022	Results 2023	Target 2024	Target 2025	Target 2026	Target 2027	Target 2030
S	Ziektepercentage medewerkers SERIS België - gemiddeld kortdurend ziekteverzuim	%	2,85	3,39	3,05					
S	Ziektepercentage medewerkers SERIS België - gemiddeld langdurend ziekteverzuim	%	4,42	4,42	4,59					
S	Fg= Aantal arbeidsongevallen x1.000.000/Aantal blootstellingen Totaal SERIS België	Fg	22,83	13,73	13,87	13,09				
S	Aantal agressieincidenten met minstens 1 dag werkverlet bij SERIS Security België	nbr	16	4	8	8				
S	NET promotor score voor medewerkers SERIS België	nbr				1 <sup>o</sup> meeting	ment met 2 punten per jaar			

## Governance

SERIS promotes strong corporate governance principles among itself and all its stakeholders, including supply chain, emphasizing ethical and compliant conduct, transparency, and adherence to national and international laws and regulations.

### Due Diligence

#### SERIS Supplier Code of Conduct

A renewed, more complete 'SERIS Supplier Code of Conduct', containing a Whistle-blower paragraph, will be available in 3 languages and disclosed on our company website. With this document we want to emphasize the importance of Ethical, Environmental, Social, Governance and Compliance to our suppliers, in our and their road trip to a more sustainable supply chain. A KPI and target has been implemented in procurement to increase the awareness and importance to our buyers and suppliers.

#### Procurement

A specific 'SERIS Procurement Sustainability Policy' will be developed, gradually implemented in 2024 and will be disclosed on our website. The 'SERIS Procurement Sustainability Policy'

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contains several ESG related KPI's & targets and our main procurement processes contain sustainability topics to be considered. The 'SERIS Procurement Sustainability Policy' is an integral part of this policy.

### Value chain

To enhance the sustainability awareness of our suppliers we aim to invite 5 suppliers to fill in the online Ecovadis Questionnaire in 2024

### Whistleblower Procedure

With our whistleblower procedure we encourage all internal stakeholders and external business partners to report any complaints without fear or fear of retaliation. This process is designed to uphold transparency and integrity within our operations. For all your concerns, complaints you can contact [ETHICS@seris.com](mailto:ETHICS@seris.com)

### Sustainability awareness and trainings

On a regular basis, training on ESG topics will be provided to our employees. Trainings will be registered in the future in our Qualtrics training platform and be available for new members.

### Actions

- See topics in above paragraph 'Due Dilligence
- We monitor more closely 8 KPI's
- We aligned yearly targets for 5 KPI's and for 4 KPI's also a target for 2030.
- On a regular basis, training on ESG topics will be provided to our employees. Trainings will be registered in the future in our Qualtrics training platform and be available for new members.
- This 'SERIS Belgium ESG policy' supports the importance of the Governance part in our business who is mainly a people business

### KPI's & Targets Overview

ESG	KPI	Unit	Results 2021	Results 2022	Results 2023	Target 2024	Target 2025	Target 2026	Target 2027	Target 2030
G	Gemiddeld aantal uren training/medewerker SERIS België	Hours	38,26	32,10		16	24	24	24	
G	% medewerkers met anti-corrupctie opleiding SERIS België	%					100	100	100	100
G	Aantal afgehandelde whistleblower cases SERIS België	nbr		0	0					
G	% leveranciers dat supplier code of conduct heeft getekend op spendbasis op jaar X-1 SERIS België	%				50	70	75	80	80
G	Gemiddelde contractuele betalingsconditie TOP 20 highest spend leveranciers SERIS België	Nbr of days			41	40	40	40	40	40
G	Gemiddelde contractuele betalingsconditie TOP 50 lowest spend leveranciers voor kleine en middelgrote bedrijven SERIS België	Nbr of days			46	44	42	40	40	40
G	% M/V binnen het management team SERIS België	%		100/0	93,75/6,25			conform sector		
G	% M/V algemeen SERIS België	%	88,82/11,18	89,50/10,50				conform sector		

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### Formal Approvals

- 1- CFO & ESG Director
- 2- CEO

### Responsibilities

- Development and maintenance of the policy : CFO & ESG Director
- Implementation of the policy : CFO & ESG Director
- Monitoring of compliance to the policy : Internal auditor