

**Policy on Labour  
Conditions, Social  
Dialogue and  
against Modern  
Slavery of Prosegur  
Compañía de  
Seguridad, S.A.**

## 1. Aim

The aim of the Policy on Labour Conditions, Social Dialogue and against Modern Slavery of Prosegur Compañía de Seguridad, S.A. (the “**Company**” or “**Prosegur Compañía de Seguridad**”) (the “**Policy on Labour Conditions, Social Dialogue and against Modern Slavery**”) is to establish the guiding principles for action by the Company in the matter stated.

## 2. Scope of application and reach

This Policy on Labour Conditions, Social Dialogue and against Modern Slavery arises from application to the Company and the group companies which Prosegur Compañía de Seguridad controls (the “**Group**” or “**Prosegur Compañía de Seguridad Group**”), although it shall be adapted locally to the specific features of the market and the local labour legislation of the relevant country.

## 3. Principles

The commitment Prosegur Compañía de Seguridad has to decent working conditions, social dialogue and combating modern slavery are set forth in the Human Rights Policy, and this is reflected in the operations and practices of the Group companies in the different jurisdictions.

Thus, in order to maintain the link between social progress and economic growth, this Policy on Labour Conditions, Social Dialogue and against Modern Slavery seeks:

- To reaffirm the commitment Prosegur Compañía de Seguridad has to strict compliance with the legal requisites in the jurisdictions in which it operates, with attention to the different economic and social conditions, different legislative frameworks and diverse labour relations systems applicable in each country.
- To provide the principles and practices that, as minimum levels in relation to working conditions and trade union freedom, shall exist throughout all the processes at Prosegur Compañía de Seguridad and in its relations with its employees, providers, clients and the social environments in which it participates.
- To reject consciously resorting to any kind of people trafficking, modern slavery and similar practices to slavery such as bonded labour, forced labour and child exploitation.
- To reflect the respect, liaison and collaboration Prosegur Compañía de Seguridad maintains with the legitimate representatives of the workers to maintain spaces for effective communication and open dialogue.
- To commit to the directives of the international instruments that regulate these matters, such as the Conventions and Recommendations by the International Labour Organization (hereinafter ILO) as referenced in this policy and that, among others, cover matters which are considered fundamental labour principles and rights: freedom of association and trade unions, and effective recognition of collective bargaining rights; elimination of all kinds of forced or compulsory labour; effective abolition of child labour; and elimination of discrimination in matters of employment and occupation.

## 4. Development

By recognising the importance of having decent, productive and freely chosen employment for all workers, Prosegur Compañía de Seguridad maintains a firm commitment to equal opportunities, decent treatment and respect.

The commitments set forth herein are established on that basis in line with the *ILO Declaration on the Fundamental Principles and Rights at Work*, taking into account the variety of economic and social conditions that prevail in the different countries where Prosegur Compañía de Seguridad is present and which fall within the scope of application, as well as the variety of national practices to regulate working conditions.

All the measures recorded in our Policy are aimed at ensuring that under no circumstance may any of our practices lead to modern slavery in the different scopes of labour relations with the people who work for us.

### 4.1. Freedom at work

- **Forced Labour.** Rejection by Prosegur Compañía de Seguridad of any kind of forced labour or practice leading to modern slavery covers forced or compulsory labour in all its forms and manifestations, including practices that might encourage indirectly imposed work, pursuant to *ILO Forced Labour Convention (No. 29)*. Thus, all employment within the working environment of Prosegur Compañía de Seguridad must be based on voluntary principles, both in acceptance of the post, as well as the possibility to leave it, assuring a coercion-free setting, also in keeping with the *ILO Abolition of Forced Labour Convention (No. 105)*.
- **Child Labour.** Prosegur Compañía de Seguridad does not tolerate any kind of child labour. The Group's hiring policies and provider management processes establish unconditional respect for the minimum working age set forth in the *ILO Minimum Age Convention (No. 138)*, and in the laws of the respective countries in the event of these being stricter.

### 4.2. Right to health and safety

- **General principle of action.** Prevention of work-related accidents and damage to health within Prosegur Compañía de Seguridad is covered by the Occupational Health and Safety Policy. Prosegur Compañía de Seguridad uses this to assign the necessary resources to guarantee adequate protection against risks related to workplaces, equipment, operations, methods and processes that are under its control, just as stated in *ILO Occupational Safety and Health Convention (No. 155)*.
- **Co-ordination of prevention activity.** All actions aimed at risk assessment, suppressing risks at origin, or application of preventive measures, information, training, participation and consultation, performed on the basis of the aforementioned policy cover all involved in the Group's processes, specifically including providers or clients on whose premises persons working for Prosegur Compañía de Seguridad provide their services.

### 4.3. Equitable and satisfactory remuneration

- **Fair and decent salary:** Prosegur Compañía de Seguridad confirms its commitment to providing all the employees fair, decent remuneration, based on the principles of equity, transparency and respect for labour rights. It recognises that a fair salary not only reflects the value of the work performed, but also that it is fundamental to guarantee wellbeing and living standards for those who work for it. In that sense, a fair salary is part of social responsibility as a company, contributing to develop a fairer, more equitable society. Due to this, it undertakes to act responsibly, ensuring that the remuneration practices at Prosegur Compañía de Seguridad respect the dignity of each employee and encourage an ethical, sustainable working environment.
- **Compliance.** Total Compensation programmes at Prosegur Compañía de Seguridad are established within the applicable collective agreements.

In that sense, Prosegur Compañía de Seguridad carries out all the necessary actions to ensure that workers obtain the remuneration to which they are entitled in a full, punctual manner, not being paid under the collective bargaining level applicable to the company or local regulations, and guarantees all the rights covered by the legislation.

- **Equity.** Prosegur Compañía de Seguridad ensures that treatment of workers is always based on equity and merit, making objective performance evaluations so each worker may be evaluated according to a fair, parameterised criteria in which one may evaluate the skills and performance applied. It is remunerated according to the level of responsibility undertaken by the employee in their post, and in keeping with the scope of their office.
- **Equality.** The fact that workers' remuneration in the Prosegur Compañía de Seguridad Group complies with the law at all times, with the applicable collective bargaining agreements and local salary requisites, favours there being no discrimination in any of the elements or conditions of the remuneration and guaranteeing the objectiveness of all the concepts that define the salary structure.

In that sense, one of our missions is to attend to the need to boost gender equality, establishing a balance of opportunities by worth, profile and skills, evaluated objectively. Prosegur Compañía de Seguridad also bids for combating salary gaps, encouraging the principle of equal remuneration for men and women performing equal value work, as promoted by *ILO Equal Remuneration Convention (No. 100)*, as Prosegur Compañía de Seguridad considers there is talent within every person, regardless of their sex, race, religious belief, political opinion or any other reason.

- **Competitiveness.** Attracting and retaining workers with high potential and performance also involves fulfilment of the juridical guarantees provided, having appropriate, competitive remuneration schemes, with remuneration practices from the country and companies that constitute the reference market. To that end, Prosegur Compañía de Seguridad establishes a competitive compensation and benefit system in relation to the markets they participate on, and that, for the benefit of the worker, considers the general salary level in the country; living costs and their variations; the Social Security contributions; and living standards related to other social groups as established in *ILO Protection of Wages Convention (No. 95)* and *ILO Minimum Wage Fixing Convention (No. 131)* respectively.

## 4.4. Working hours

- **Compliance.** The working hours within the Prosegur Compañía de Seguridad Group comply with the law and applicable Collective Agreements at all times, always respecting the terms established in each one of the countries, without exceeding the legal maximum amounts set for working day calculation.
- **Rest.** Prosegur Compañía de Seguridad employees have rights related to how long they work and rest periods, so these do not harm their health and safety, to know what their working hours will be, as well as their daily, weekly or monthly rest, pursuant to the *ILO Weekly Rest (Industry) Convention (No. 14)* and *Weekly Rest (Commerce and Offices) (No. 106)*, respectively. Moreover, Prosegur Compañía de Seguridad complies with fulfilment of working hours, as well as holiday periods as foreseen in the local legislation and regulations in each country.
- **Part-time work.** By virtue of *ILO Part-Time Work Convention (No. 175)*, all salaried workers whose work activity has a normal duration under that of full-time works in a comparable situation; shall not suffer detraction from any of their employment, trade union or health and safety rights.
- **Overtime.** Moreover, the possibility of overtime shall be voluntary, pursuant to the terms of the local regulations in the country, without exceeding the legal minimum times established in these and complying with the set rest periods.

## 4.5. Work-life balance

- **Flexibility.** Encouraging work-life balance guarantees a more efficient, gratifying workplace environment for all the workers. Due to this, the present aim is to ensure flexible timetables as far as possible, as well as remote work in posts where the functions will allow such, according to the internal regulations.
- **Family responsibilities.** In promotion of work-life balance, this includes respect for rest times associated with maternity and paternity, as well as a balance with the legitimate interests of the other workers to allow those with family responsibilities to balance their professional and family responsibilities in line with the terms set forth in *ILO Workers with Family Responsibilities Convention (No. 156)* and *Maternity Protection Convention (No. 183)*, respectively.
- **Labour disconnection.** Prosegur Compañía de Seguridad implements measures to respect rest periods after the working day, recognising workers respect for their rest time, leave and holidays, as well as their personal and family privacy, beyond the working hours determined by law and statute. Exercise of this right shall adapt to the nature and characteristics of the duties in each post, including management posts, those related to use of technological tools for work-related purposes and posts that include periods of full or part-time performance of remote work. In order to achieve greater organisation of working hours, improve personal and family work-life balance and contribute to optimisation of health in the workplace for all employees, by eliminating physical or mental fatigue; disconnection is conceived by Prosegur Compañía de Seguridad as a right and not an obligation
- **Digital disconnection.** In that same line, Prosegur Compañía de Seguridad respects employees' right to digital disconnection outside working hours, in order to promote a healthy balance between work and personal life, pursuant to the labour regulations in force. Digital disconnection is a right and, thus, it does not constitute an obligation.

## 4.6. Social dialogue

- **Freedom of association.** Prosegur Compañía de Seguridad recognises the fundamental right workers have to form, participate in or join trade unions, or other representative bodies pursuant to ILO Convention Right to Organise Convention (No. 87), and the representatives of employees, such being understood as persons recognised by the laws or national practice to enjoy adequate protection within Prosegur Compañía de Seguridad against all acts of interference, as long as such representatives act according to the laws, collective contracts or other common agreements in force in line with *ILO Right to Organise and Collective Bargaining Convention (No. 98)* and *Workers' Representatives Convention (No. 135)*, respectively.
- **Collective bargaining.** Maintenance of stable, productive labour relations is a priority for Prosegur Compañía de Seguridad, that seeks to encourage confidence and mutual respect among employers, workers and their organisations in order to identify common interests to increase productivity and improve working conditions.

To that end, there is a firm commitment by the Prosegur Compañía de Seguridad Group to negotiate in good faith through genuine, constructive negotiations, always aimed at reaching agreements, pursuant to *ILO Collective Bargaining Convention (No. 154)*.

- **Liaison levels.** A climate favourable to mutual understanding and trust is essential for efficiency in the company, as well as for the workers' ambitions. In order to establish frequent, direct communication in the workplace, Prosegur Compañía de Seguridad manages its labour relations locally, attending to the specific features of each market and, above all, to the laws in force in each country. Moreover, at corporate level, it supervises proper application of this policy in effective communications with the workers and their representatives.

## 4.7. Professional development and stability

- **Professional development:** Prosegur Compañía de Seguridad declares its commitment to the professional development of its employees, recognising that their individual growth is key to the success of the organisation. Due to this, it actively promotes a continuous learning and constant improvement culture, offering clear, fair opportunities for Prosegur Compañía de Seguridad Group employees to attain their maximum potential within the Company. In that sense, this is prioritised in internal promotion and horizontal and vertical mobility, encouraging high performance employees to have access to new opportunities of growth and progress in their professional career due to a merit-based culture to recognise employees' effort, dedication and good performance.
- **Training:** In its condition as a reference in the security sector and due to the transcendence of its mission, Prosegur Compañía de Seguridad considers the qualifications and degree of specialisation of its professionals to be one of its main differentiating factors. Training is a key pillar in the Company's culture. Due to this, employees at all levels are encouraged to consider how to extend their knowledge and skills.
- **Stable employment.** Should adverse circumstances affect the Company's capacity to generate or maintain employment, it shall always aim to deal with any necessary restructuring flexibly, seeking to ensure that redundancy is the last resort.
- **Temporary employment.** Use of specific term labour contracts shall always be subject to the reasons for such covered by the applicable legislation, and under no circumstance shall these be used to avoid any of the employees' rights or protection.

- **Informal labour.** Faced with the growth of non standard kinds of labour, the organisation provides sectorial leadership focused on strict compliance with labour and social security laws in all jurisdictions, guaranteeing decent working conditions, including working hours, schedules and rest periods, contribution to social provision systems, work-life balance and the commitment to a safe, discrimination-free working environment, as set forth in this policy and in the internal regulations that develop it.

## 4.8. Relations with providers

Prosegur Compañía de Seguridad undertakes to act ethically and with integrity in its commercial relations and to implement and apply systems and controls to make rejection of modern slavery and people trafficking effective in their business and supply chains, including their relations with freelance collaborators who may be more exposed to this risk.

## 5. Approval and distribution

This Policy on Labour Conditions, Social Dialogue and against Modern Slavery was initially approved by the Board of Directors of the Company on 28th October 2021 and it was last amended on 30th October 2024.

This Policy on Labour Conditions, Social Dialogue and against Modern Slavery shall be published on the corporate web page and the company intranet.

The content of this Policy may be included in the training materials for its own personnel and in additional diffusion actions, as determined from time to time.

## 6. Preparation

Owner:	Human Resources Management		
Reviewed by:	Human Resources Management	Corporate Legal Department	
Approved by:	Board of Directors of Prosegur Compañía de Seguridad, S.A.	Date:	30th October 2024