

External Human Rights Due Diligence Analysis

October 2021



1. Context & Methodology



Three years after the first external review of its Human Rights Due Diligence, Prosegur has established the commitment to continue carrying out this external review exercise periodically as an additional control to its management systems, and with the following objectives:

- 1. To update **the risk maps according to the country and sector linked to Human Rights** in order to determine the inherent risk resulting from a possible violation of human rights.
- 2. Determine the level of maturity of the mechanisms, procedures and controls currently in place globally and locally for each of the countries of application.
- 3. Review **the status of the recommendations** of the 2018 HR due diligence process and see how Prosegur Cash has evolved in this area.
- 4. Obtain recommendations, measures to be implemented and opportunities to drive cross-cutting and by country.

1. Engagement	2. Due diligence process	3. Evaluation	4. Evolution 2018-2021						
Opportunities and recommendations									



Project step by step

	1. Engagement	2. Due diligence process	3. Evaluation	4. Evolution 2018 - 2021	Leverage opportunities
•	Diagnosis of the defined commitments included in Prosegur's Cash Corporate Human Rights Policy.	• Definition of the areas to be evaluated in terms of the control environment established by the company.	 Valuation according to the variables: Country Sector 	Degree of compliance with the recommendations developed in the due diligence study prepared by EY in 2018.	 Identification of opportunities for corporate and local level promotion.
•	Identification of the risk of human rights violations according to country.	 Preparation of preparatory material and conduct of 25 interviews in the different countries. 	- Control environment	by E1 11 2010.	

21 Human Rights applicable to Prosegur Cash business	4 Countries reviewed as a sample	25 Meetings	229 Revised Stands	9 Main driving opportunities
--	--	----------------	-----------------------	------------------------------------



Evaluation process step by step



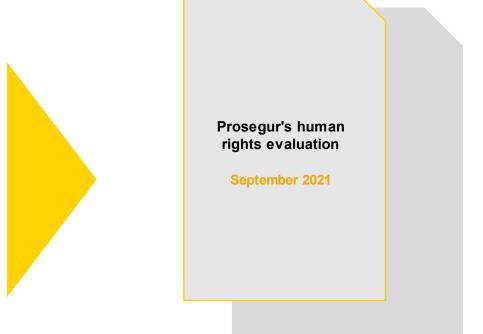
The **human rights that could be potential risks** in terms of violation of these human rights applicable to Prosegur's Cash business have been identified. In turn, these human rights have been linked to Prosegur's Cash Human Rights policy and the affected stakeholder group.



The likelihood of human rights violations in each country has been assessed by means of a map with the possible risks according to the line of business. Based on this analysis, 4 countries have been identified to be reviewed as a sample (Paraguay, Peru, Spain and Brazil).



The maturity of the processes, mechanisms and due diligence elements established to prevent and mitigate the potential risks identified in the risk maps has been checked, diagnosing the level of the control environment established at local and global level.





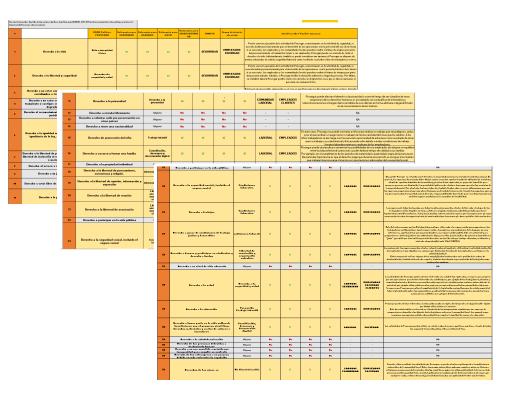
Evaluation process step by step



How have we carried out the identification?

- ✓ Based on the list of 35 Human Rights included in the IFC's Human Rights Impact Assessment and Management Guide, those that apply to Prosegur's Cash business have been identified.
- ✓ Definition of possible risk events applicable to Prosegur's Cash activities.
- ✓ Identification of the stakeholders that may be affected by each of the identified risk events.
- ✓ Linking each risk event with the commitments defined and included in Prosegur's Cash Human Rights Policy.

Risk events



Source: The International Finance Corporation's Human Rights Impact Assessment and Management Toolkit



Probability of risk events

2

What parameters have we defined for the probability?

	1	2	_{asil} 3	España		Estados Unidos	
Ámbito	Sector	País	Entorno de control		Entorno de control		Entorno de control
1- Igualdad de trato en los procesos de gestión de personas							
Contratación (interna y externa) y promoción		•	•	•		٠	٠
Jubilaciones y despidos	•	•		•			•
	2	- Condic	iones labo	rales justo	35		
Horario laboral y tiempo de descanso		•		•		•	
Permisos	•	•		•		País Entorno de control	
Remuneración y beneficios sociales	•	•		•			
Estudiantes en prácticas	•	•		•		•	
Acoso en el entorno laboral	•	•	•	•		•	
	3-	La liberta	id en el ent	orno labo	oral		
Libertad de asociación	•	•		٠		•	•
Libertad de expresión	•	•					

PROBABILITY OF EVENTS

1. Sector

Main impacts of the sectors of activity linked to human rights violations.

2. Country

Country risk understood as the socioeconomic context and the human rights situation, based on certain indicators - child labor, forced or compulsory labor, discrimination, freedom of association, rights of indigenous populations and civil security, among others.

3. Operating environment

Susceptibility of the entity to a risk event in terms of its preparedness to face it, as well as its agility and adaptability to these events.



Elements of due diligence



Due diligence process defined around seven areas

	Equal treatment in people management processes Hiring, Internal Vacancies, Internal Promotion, Layoffs, Retirement			Fair working conditions Working hours and rest time, Leaves of absence, Remuneration and social benefits, Trainees, Harassment in the workplace, Workplace harassment		Freedoms in environ Freedom of a Freedom of a		ment ssociation			
Environment and workplace Accessibility, Health and Safety, Employee Orientation			nploy	rivacy /ee Privacy, mer Privacy		Security environ Added secu security a busines	nn tio an	ment on for the od cash		Section a cash, secur	Safety dded for the ity and alarms ess line.



2. Conclusions



Executive summary: Main findings

After **an exhaustive evaluation process** derived from direct consultations at both local and corporate level and the analysis of the documentation received, it is concluded that:

- Prosegur Cash has obtained a degree of coverage of its control environment of 4.2 out of 5, with 5 being the most covered level. In this sense, an adequate level has been obtained for each of the identified human rights risk events, both from the point of view of the processes analyzed and the due diligence elements available.
- The evaluation confirms that the company's maturity in the protection and respect of human rights is high and responds to the commitments defined in its Corporate Policy for the protection and respect of Human Rights.
- In the last **Human Rights Due Diligence**, 49 recommendations were issued, 67% of which have been adopted and 27% of which are currently being implemented.

Based on the above, 41 recommendations were issued, of which 9 are opportunities for corporate promotion, and 32 are focal points for action at the local level.

The executive summary of the analysis is shown below.



 \rightarrow At the corporate level, 9 opportunities for promotion have been identified.

 \rightarrow At the local level, 7 areas of action have been identified, with a total of 32 focuses of action:

- Equal treatment in people management processes (7)
- Fair work condition (9)
- Freedom in the work environment (3)
- Environment and workplace (3)
- Privacy (2)
- Security in the environment (4)
- Road safety (4)

