



Corporate Responsibility
Policy
Prosegur Cash
25/09/2017



This **Corporate Responsibility Policy** of Prosegur Cash, S.A. (“**Prosegur Cash**” or the “**Company**”) was approved at the Prosegur Cash Board of Directors meeting held on 25 September 2017.

1. Scope of Application

- This *Prosegur Cash Corporate Responsibility Policy* is transversal and binding to all companies within the Prosegur Cash Group, in all their actions and in all areas in which they operate.
- It derives from the *Corporate Responsibility Policy of Prosegur Compañía de Seguridad, S.A.*, parent company of Prosegur Group, to which Prosegur Cash pertains. It therefore reflects the same general operating principles.
- It is closely related to, and reflects equivalent values and principles as those incorporated in the *Prosegur Cash Code of Ethics and Conduct*.

2. Purpose

- Prosegur Cash is a leading global provider of cash in transit and cash processing services as well as outsourcing of services, to financial institutions, retailers, government agencies and central banks, mints, jewellers and other business activities around the world.
- Prosegur Cash believes that responsible management must play an essential role in corporate culture. The Company knows that while performing its activities it must focus on those matters of a social, environmental or financial nature that are relevant and influence decision-making for its stakeholders.
- The *Prosegur Cash Corporate Responsibility Policy* aims to define guidelines for responsible business management and promotion of a corporate culture that contributes to long-term value generation for Prosegur Cash's employees, customers, shareholders, suppliers and society in general.

3. Description

1.1. General Goals

- The Company seeks the following with the *Prosegur Cash Corporate Responsibility Policy*:
 - To stimulate fulfilment of its strategic objectives through responsible and sustainable practices so as to be regarded as an example in the markets where it operates.



- To establish stable and trust-based relationships with its stakeholders; relationships based on values such as customer orientation, transparency, excellence, leadership and team work.
- To appropriately manage the risks and opportunities stemming from its activity while safeguarding the assets and interests of its stakeholders.
- To help improve its reputation as a company that generates prosperity and comprehensive value and makes a significant economic and social difference with its activities.
- To encourage a culture that imposes strict ethical and compliance guidelines towards society whereby processes, habits and practices are constantly reviewed.

1.2. General Operating Principles

- With a view to achieving the general goals of this *Prosegur Cash Corporate Responsibility Policy*, the Company undertakes to adopt the following general operating principles:

- Compliance with Legality

Carry out its activity in accordance with the legislation in force in the countries where it operates. This includes compliance with legislation on the defence of competition and unfair competition, rules that govern anti-money laundering and their enforcement instructions and legislation on data protection and confidentiality.

- Commitment to Transparency

Draw up all financial information honestly, clearly and exactly, using the appropriate accountancy records to do so and transparent communications channels for disseminating it that allow the market and especially Prosegur Cash shareholders and investors to have it permanently at their disposal.

- Compliance with Accepted Corporate Governance Practices

Embrace good governance practices as an essential element to be able to safeguard Prosegur Cash business solvency and sustainability in line with good governance principles which are generally recognised in the international markets.

- Ethics and Integrity Regarded as Part of its Culture and Commitment to Society



Align Prosegur Cash actions with the rules defined in its Purpose, Mission, Vision and Values; promote the adoption and compliance with the principles set out in the *Prosegur Cash Code of Ethics and Conduct*.

○ Respect for Human Rights

Promote respect for human rights as an essential part of performing Prosegur Cash activities. The Company endeavours to respect and enforce the rights listed in the *Universal Declaration of Human Rights (UDHR)* adopted by the UN General Assembly in its practices and procedures.

○ Conservation of the Environment

Establish policies which define environmental management commitments and goals in the businesses and countries where Prosegur Cash operates. The aim is to:

- Ensure compliance with local environmental legislation.
- Ensure that its suppliers and subcontractors undertake to comply with local applicable legislation.
- Assess, measure and reduce environmental impact associated with its activity in each country while ensuring consistency with operational profitability.
- Raise environmental awareness amongst its employees by transmitting good practices that promote sustainable development.
- Integrate the environmental management system into its policies and processes.
- Obtain certification for its environmental management system by domestic and international rules or standards (e.g. ISO 14.001) when this is required by the customers or necessary for competing in the market.

○ Fiscal Responsibility

Observe the principles of responsibility, prudence and transparency in relation to compliance with tax obligations and its relationship with tax authorities, in accordance with its fiscal strategy policies.

○ Promotion of Corporate Responsibility.

Actively participate in actions, bodies and other leading initiatives which promote undertakings in line with the provisions herein. For example, as a subsidiary of the Prosegur Group, Prosegur Cash supports the United Nations Global



Compact, an international initiative that promotes the implementation of Ten Principles in the area of human, occupational and environmental rights, and the fight against corruption.

1.3. Undertakings concerning its Main Stakeholders

○ Employees

Human capital is the most essential asset of Prosegur Cash. In terms of services, the best guarantee of a successful relationship is being able to rely on excellent professionals. The Company knows that its greatest resource is its team members. This involves:

- Promoting equality and respect amongst employees and preventing employment and occupational discrimination.
- Not employing anyone under the legal age.
- Not allowing any form of physical, sexual, psychological or verbal abuse or harassment.
- Supporting the elimination of forced labour or working under duress.
- Respecting working hours and schedules, facilitating the necessary balance between professional and personal life.
- Applying utmost rigour when it comes to supervising the physical integrity and safety of all employees, in line with the highest standards in the area of occupational risk prevention in our sector. Promoting the adoption of occupational health and safety policies and assuming the preventive measures established in the current legislation of each country, guaranteeing that employees perform their work in safe and healthy places.
- Respecting the right of its employees to trade union freedom and freedom of association and collective bargaining, in compliance with the UDHR and local laws in the countries where Prosegur Cash operates.

○ Customers and Users

Prosegur Cash works to facilitate business worldwide. In the fulfilment of that purpose, the Company undertakes vis-à-vis customers and users to:

- Relate to customers and users in a legal, ethical and respectful way.



- Comply with the laws and regulations applicable in relationships with customers when signing contracts and performing commercial transactions.
 - Ensure appropriate confidentiality when processing customer and user information.
 - Enforce contractual requirements and manage service quality and resource efficiency by making use of a common process management methodology which promotes continuous improvement.
 - Obtain accreditation for its policies and processes by being awarded certificates of compliance with international rules and standards. The aim is to meet customer demand or ensure that the Company distinguishes itself by its management elements.
- Shareholders and Investors

Prosegur Cash declares its intention of creating value in a continuous and sustained manner for its shareholders and investors. This means:

- Establishing a transparent framework (a framework agreement) for relations between the Company and Prosegur Compañía de Seguridad, S.A., the majority shareholder and, therefore, the controlling shareholder of Prosegur Cash, by following best corporate governance practices (https://www.prosegurcash.com/en/accionistas_inversores/gobierno_corporativo/Contrato_marco_matriz).
 - Having a policy in place and providing shareholders and investors with communication and enquiry channels that allow them access to appropriate, useful and complete information on the progress of Prosegur Cash (https://www.prosegurcash.com/en/accionistas_inversores/comunicacion_sociedad).
 - Ensuring that shareholders and investors in identical situations are treated equally.
- Suppliers and Associates

Prosegur Cash believes that its ethical values must apply to the entire supply chain. Consequently, it espouses the following:

- Selecting suppliers and associates through criteria of independence, objectivity and transparency, while balancing the company's interest in obtaining the best conditions with the



convenience of maintaining stable relationships with ethical and responsible agents.

- Working with suppliers and associates to promote respect for applicable laws, socially responsible employer conduct and the use of environmentally friendly, sustainable practices.
- Foster the observance of the *Prosegur Cash Code of Ethics and Conduct* amongst suppliers and associates.

○ Society

Prosegur Cash knows that it must show not only comprehensive, business and financial but also social leadership. To this end, it works towards:

- Developing initiatives with the aim of helping to build a more caring society with fewer inequalities. The *Prosegur Foundation* is the channel for the Company's social and cultural activities. Aware of the local community needs, this institution carries out its own projects in countries where Prosegur Cash operates. Its activities focus on education, social and labour integration of people with disabilities and corporate volunteering.

1.4. Communication, Participation and Dialogue Channels with its Main Stakeholders

- Prosegur Cash addresses the needs of its main stakeholders by keeping direct, constant and close contact with them. It provides relevant, truthful and up-to-date information through several channels. These channels include: channels that convey relevant information for employees from the bottom up (survey about work environment, performance assessment, suggestion boxes, etc.) and from the top down (on-site and online training, Intranet, posters, etc.), *Shareholders' Office*, customer portal, customer helpline and commercial and technical visits.
- Prosegur Cash also provides a *Whistleblowing Channel* for employees and third parties to report potentially relevant irregularities in the Company, in a confidential and anonymous manner.
- Additionally, based on a combination of internal and external factors, Prosegur Cash identifies and prioritises matters of relevance for its stakeholders.

1.5. Mechanisms for Developing, Monitoring and Supervising Corporate Responsibility Practices

- Pursuant to the *Regulations of the Board of Directors of Prosegur Cash S.A.*, the former is responsible for defining the general corporate policies and strategies of the Company, including the corporate social responsibility policy.



- The Board of Directors and/or the body which has been delegated to do so, adopts the necessary measures for ensuring appropriate enforcement and monitoring of corporate responsibility practices and strategy. So as to ensure appropriate decision-making, the Board of Directors receives an annual report generated by the area responsible for implementing the corporate responsibility strategy. The annual report must contain evidence of how social, environmental and economic activities have progressed.