

BRINKS ETHICS & COMPLIANCE

BRINK'S VIOLENCE AND HARASSMENT-FREE WORKPLACE POLICY

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PURPOSE

To establish guidelines pertaining to anti-violence and anti-harassment in the workplace.

SCOPE

This policy applies to worksites where work is performed by employees of The Brink's Company or its subsidiaries (the "Company"), whether the site is owned, operated, or serviced by the Company.

This policy applies to Company employees, whether they are on Company property, in Company vehicles, or at customer locations.

This policy also applies to all contract and temporary workers hired by the Company and to all other people who are on Company property.

RESPONSIBILITY

Human Resources Responsibility

The Chief Human Resources Officer has ultimate responsibility for the interpretation and administration of this policy.

Management Responsibility

Management at each location is responsible for promoting, enforcing and complying with the procedures outlined in this policy.

Employee Responsibility

All employees are responsible for complying with the procedures outlined in this policy.

POLICY

The Company is committed to providing a workplace that is free from violence, threats, harassment, intimidation, or any other activity that puts individuals in reasonable fear for their safety. Harassment can take many forms, but generally involves verbal or physical behavior that is intimidating, threatening or demeaning to employees, including degrading or humiliating jokes, unwelcome sexual advances, and offensive verbal, visual, or physical conduct.

Prohibited conduct includes displaying or distributing clearly offensive or insulting material of any kind, including pictures, cartoons, jokes or symbols, or deliberately insulting material of any kind, in any work location or facility (e.g., offices, branches, break rooms, customer locations, vehicles, computers, mobile communications devices).

Violence and harassment are contrary to our commitment to treat everyone with dignity and respect and to build a safe and inclusive work environment. If you believe you are experiencing any form of harassment, intimidation or other unprofessional conduct, or are witnessing any of these behaviors, report your concerns to management or through the Ethics Hotline.

Further examples of prohibited conduct may include:

- Aggressive or unwanted physical contact;
- Sharing sexually explicit images or videos;
- Making derogatory age-related comments;
- Using racist slang, phrases or nicknames;
- Physical violence (such as hitting, pushing, shoving, kicking);
- Verbal abuse (such as threats, harassment, and intimidation);
- Non-verbal threats (such as intimidating gestures); and
- All other unlawful behavior.

Employees should report violent, threatening, harassing, intimidating, or other disruptive behavior by anyone they encounter while on Company business, whether the behavior occurs on Company property, in Company vehicles, or at customer locations. Such conduct should be reported immediately to a supervisor, country or regional manager, local or regional human resources, other employee representative or through the [Ethics Hotline](#).

The Company will promptly and fairly investigate concerns raised in good faith about reported misconduct, and will take appropriate actions whenever necessary.

Violations of this policy, and any retaliation against those who report in good faith possible violations of this policy, will result in disciplinary action, up to and including termination of employment.