

To Whom It May Concern,

This letter serves as a reference for Neos Security, who have been an integral part of the Securitas Certified Partner Program since 2021. In this capacity, Neos Security have successfully supported Securitas' global clients within the territory of Greece, demonstrating professionalism, reliability, and adherence to the highest standards expected of certified partners.

As part of the Certified Partner Program, all partners undergo regular reviews to ensure compliance with the Securitas Business Partner Code of Conduct. This Code outlines the minimum requirements and expectations of Securitas' Business Partners, including Neos Security, in relation to:

- human rights
- working conditions
- health & safety
- business ethics
- environmental sustainability
- compliance with all applicable laws and regulations.

Neos Security have consistently shown commitment to upholding these standards. Their contribution in supporting our clients in Greece has been highly valued and reflects their professionalism and dedication to excellence.

Yours sincerely



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