

Modern Slavery Act statement, Doro group

Doro supplies telephones and alarm equipment. We also run alarm receiving centres in Sweden, Norway and UK. The company has employees in Europe and in Hong Kong.

Doro considers the risk for modern slavery and human trafficking in its own business as very limited. We are aware of the risks in the supply chain. Doro primarily buys products in China and services in Asia and Europe. Doro has few direct suppliers of products and these suppliers are used also by other European and US technology companies. The major risks for modern slavery and human trafficking are therefore believed to be found further down the supply chain.

We work continuously to find ways to minimise risks in the supply chain. Our CSR policy for suppliers is included in all new agreements and also in renegotiated agreements. The policy states: Employment practices shall be consistent with the ILO standards including Forced Labour Convention, 1930 (No. 29) and Abolition of Forced Labour Convention, 1957 (No. 105). In the policy, we also express an expectation that suppliers will place similar demands on their subcontractors. If a supplier does not comply with the requirements in the CSR policy for suppliers, Doro's position, as far as possible, is to encourage improvements by working along with the supplier. Serious violations and an unwillingness to co-operate can, however, affect the relationship with the supplier.

Relevant suppliers are visited by Doro Quality management to ensure they comply with their commitment to the requirements in the code of conduct. The intervals of these visits are based upon their risk of not meeting requirements. Where relevant, Doro engages a third party to audit suppliers to evaluate their compliance with Doro and legal requirements.

The policies that describe Doro's approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking are: Doro Business ethics, CSR policy for suppliers and Whistleblowing policy.

This statement covers the financial year 2020 and was approved by Doro Board of Directors 2021-03-24.