

Modern Slavery Act statement, Doro Group

Doro supplies consumer products like telephones specifically adapted to seniors and their needs. 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.

Doro works continuously to find ways to minimise risks in the supply chain. Our CSR policy for suppliers is included in all new as well as in all renegotiated contract. The CSR 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 Doro CSR policy, we also explicitly state that our suppliers are to place similar requirements on their subcontractors. If a Doro supplier is found not to comply with the Doro CSR Policy requirements, Doro will as far as possible encourage and push the supplier to improvements by assisting the supplier in complying with the CSR requirements. Serious violations on behalf of a supplier as well as reluctance to cooperate can affect the relationship with the supplier and the supplier's possibility for future business with Doro.

Relevant suppliers are audited by Doro's Quality Management team to ensure compliance with the Doro requirements in the CSR policy. Intervals for these audits are based upon a risk assessment of the individual supplier not meeting the requirements. Where relevant, Doro engages a third party to audit suppliers and evaluate their compliance with Doro and legal requirements.

The policies governing Doro's approach to the identification of modern slavery, and the steps to be taken to prevent slavery and human trafficking are:

- Doro Business ethics
- Doro CSR policy for suppliers
- Doro Whistleblowing policy

This statement covers the financial year 2021.

Approved by Doro Board of Directors on 2022-02-16