

## **MODERN SLAVERY STATEMENT**

The Modern Slavery Act 2015 requires Verisure Services (UK) Ltd ('Verisure') to publish an annual statement to describe the main actions taken during the financial year to deal with modern slavery risks in our supply chains and in our own business.

As part of the Verisure Group of companies, Verisure is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

### **ABOUT VERISURE/ OUR BUSINESS AND ORGANISATION STRUCTURE**

Verisure is a leading provider of professionally monitored security solutions. We trade as Verisure in most of the countries where we operate, and as Securitas Direct in Spain and Portugal - we are proud to have this strong portfolio of brands.

Verisure has nearly 3 million customers in 16 countries across Europe and Latin America. Our business model integrates product development, design and sales with installation, service and a 24/7 professional monitoring solution.

Thanks to a strong focus on high quality, Verisure's customers are amongst the most satisfied and loyal in the industry.

The Group has grown to be the second largest home alarm provider in the world and is on average 3.5 times the size of its nearest competitor across its footprint. Verisure is part of the Hellman & Friedman investment portfolio.

For additional information, please visit <https://www.verisure.co.uk/> or follow us on our social media platforms.

### **OUR SUPPLY CHAINS**

Each Supplier is required to abide by all applicable laws, regulations and standards applicable to its particular industry under the national laws of the countries where the Supplier conducts business. Should the legal requirements and the standards of the industry conflict, the Supplier must comply with the laws of the country in which the products are being manufactured. Suppliers should, however, strive to meet industry standards whenever possible. If local legal requirements apply to the Supplier's manufacturing activities, the Supplier must comply with the local requirements

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Our Supplier Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking are not part of our supply chain.

## SUPPLIER ADHERENCE TO OUR VALUES

Verisure Group expects Suppliers to respect its employees and to strive to improve conditions whenever possible but, in all instances, to be in compliance with the specific requirements relating to employment conditions contained herein.

**Wages & Benefits:** Suppliers are required to provide wages, overtime compensation and benefits at not less than the minimum levels required by applicable laws and regulations or which are consistent with the prevailing local industry levels, whichever is higher.

**Working Hours:** Suppliers are required to maintain employee work hours in compliance with local standards and applicable laws of the jurisdictions in which the Suppliers are doing business. Unless the national law is different, the maximum standard working time is 48 hours per week or 60 hours per week including 12 hours of overtime work. Unless and except extraordinary circumstances are present, Verisure Group expects that no worker is required to work more than 72 hours per 6 days; work more than 14 hours per calendar day (midnight to midnight); or work 7 consecutive days without one day off. Verisure Group will not use Suppliers who regularly require workers to work hours in excess of the statutory requirements.

**Child Labour:** Verisure Group respects the right of children to development and education. Exploitation of child labour or any vulnerable group (illegal immigrants for example) is totally unacceptable. No person shall be employed at an age younger than the legal minimum age for working in any specific country and in no circumstance, shall any worker be younger than 14 years of age. In general, all children under the age of 18 must not be employed in hazardous work; not work night shifts; and are entitled to more breaks than adults.

**Forced Labour:** Forced or involuntary labour will not be tolerated by Verisure Group. Suppliers shall maintain employment on a voluntary basis. Verisure Group will not work with Suppliers who directly or indirectly use in any manner forced labour or prison labour.

**Non-discrimination / Human Rights:** Verisure Group recognizes that cultural differences exist, and different practices apply in various jurisdictions. However, Verisure Group believes that all terms and conditions of employment should be based on an individual's ability to do the job, not on the basis of physical characteristics or beliefs. Employees of our Suppliers must not be exposed to physical punishment, threats of violence or physical, sexual, psychological or verbal harassment or maltreatment.

**Freedom of Association:** Suppliers must recognize their employees' rights to choose whether or not to associate with or establish any organization including labour organizations.

**Working Conditions:** Suppliers are required to provide adequate working conditions for employees and comply with all applicable worker health and safety laws and regulations. At a minimum, adequate working conditions include:

- Access to sanitation, drinking water and emergency exits;
- Safety procedures for hazardous activities and accident prevention;
- Proper maintenance of all machinery;
- Provision of meal breaks; and
- Adequate ventilation, temperature controls and lighting.
- Residential or resting facilities, if provided, shall also meet these minimum conditions.

We have zero tolerance to slavery and human trafficking to ensure all those in our supply chain and contractors comply with our values and ethics.

### **MONITORING OF THE SUPPLIER CODE OF CONDUCT**

Suppliers are required to actively audit and monitor the day-to-day management processes to ensure compliance with Verisure's Code of Conduct and assure that employees are advised of the requirements of this Code. Suppliers are also required to disclose all material facts relating to production of products for Verisure Group upon request.

Verisure Group reserves the right to periodically inspect Suppliers and their facilities to verify compliance with its Code either directly or through a third-party. Such inspections may be conducted without notice to the Supplier.

This Code is a general statement of Verisure Group's expectations with respect to its Suppliers. The Code should not be read in lieu of but rather, in addition to the Supplier's obligations as set forth in any agreements between Verisure Group, any of its operating divisions and the Supplier. In the event of a conflict between this Code and any such agreement, the agreement shall control.

### **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk, we have established a set of policies and procedures that govern the way the Verisure Group operates.

In particular, we ensure that:

- We provide our employees and workers with at least the minimum conditions required by UK statutes, including provision of at least the National Minimum/Living Wage and statutory leave entitlement;
- Right to work checks are carried out prior to engaging employees, workers or contractors to ensure that they are eligible to work in the countries in which they are working and/or residing;

We operate the following policies and processes that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

Verisure Services (UK) Ltd.  
Q12, Quorum Business Park, Benton Lane,  
Newcastle Upon Tyne, Tyne and Wear, NE12 8BU, UK

- Code of Conduct - Our Code makes clear to employees the actions and behaviour expected of them when representing Verisure. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- Anonymous 'Speak Up' service - Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.
- Supplier Code of Conduct – Verisure Group is committed to conducting its worldwide business in an ethical, legal and socially responsible manner. This commitment extends to the Suppliers with whom we chose to do business. Verisure Group expects the same level of honesty and integrity of its supplier partners that it expects of its own employees. Compliance with this Code is expected of all suppliers as the actions of those with whom we do business may be attributed to Verisure Group and potentially adversely affect Verisure Group's reputation or that of a particular brand within the Verisure Group family.

## TRAINING

In the UK, in particular, we continually refer our employees to the website [modernslavery.co.uk](https://modernslavery.co.uk) to provide them with useful information on modern slavery and human trafficking, how to recognise the various different types and how to report it along with details of a helpline.

## OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING FURTHER STEPS

As part of our UK employee training, we raise awareness of modern slavery issues by circulating articles to employees which explain

- the basic principles of the Modern Slavery Act 2015;
- how employees can identify and prevent slavery and human trafficking; and
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within our organisation;

Verisure Group will review its Supplier Code of Conduct on a regular basis and will revise it to incorporate additional parameters when necessary. Suppliers are invited to contribute towards the further development of the Code of Conduct.



**Gabino Sanchez**  
**Managing Director**  
**Verisure Services (UK) Ltd.**

4<sup>th</sup> February 2021

Verisure Services (UK) Ltd.  
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