

# Modern slavery and human trafficking statement 2024

## 1 Introduction

Permobil does not tolerate modern slavery or human trafficking and works with business partners with the aim to eliminate such practices from Permobil's value chain.

Our purpose at Permobil is to innovate for individuals; to create advanced assistive solutions that make the lives of people living with disabilities more enriching.

As a leading provider of complex rehabilitation technology, Permobil is strongly committed to sustainable and responsible sourcing. We are aware that operating a global supply chain responsibly, requires us amongst others to do our utmost to minimize our environmental impact and secure respect for human rights within our value chains.

We are committed to live up to the international standards and practices that guide responsible enterprises today. Those include but are not limited to:

- The UN's Universal Declaration of Human Rights and associated UN Conventions
- ILO's Declaration on Fundamental Principles and Rights at Work.
- United Nations Guiding Principles for Responsible Business Conduct
- OECD Guidelines for Multinational Enterprises
- The UN Global Compact

This statement covers the financial year 2024 and describes how Permobil is tackling the challenge of modern slavery and human trafficking, as well as child labour, in its operations and supply chain and outlines Permobil's policies, actions and plans. This statement is a joint statement made by Permobil AB and its subsidiaries (including Permobil LTD). This statement is prepared in accordance with the reporting requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

## 2 Structure and operation

Permobil group operates globally and has around 2000 employees. The headquarter is located in Sundsvall in Sweden and has approximately 200 employees. Permobil's global operations are organized in business regions and global supporting functions. Permobil has twelve production sites, located in seven different countries, and sales and service presence in 18 countries.

The entity Permobil LTD employs approximately 90 employees across its operations in Canada. Production, warehouses and offices are located in Vancouver, Montreal and Toronto.

### 3 Sustainability Governance

To ensure that we comply with high ethical standards, laws and regulations, and deliver according to our strategy and vision, Permobil follows a governance framework for sustainability.

The framework consists of policies, procedures, codes and processes.

The governance of areas within sustainability follows the company's general governance structure. The Board and Group Management respective roles and responsibilities with respect to sustainability are described below.

#### ***The Board***

Our Board sets the direction for sustainable development within Permobil.

The Board also monitors how we identify and manage sustainability risks as part of the overall Enterprise Risk Management (ERM) process, and the actions implemented to manage these risks.

#### ***The Group Management***

The Group Management team is responsible for defining our priorities and setting sustainability targets to deliver according to the strategy.

### 3.1 Policies and measures taken to combat forced labour and child labour in supply chains

#### **Code of Conduct**

Permobil does not tolerate forced, compulsory or involuntary labour in any form. Child labour is prohibited. Permobil follows the International Labour Organization's (ILO) framework for minimum age for admission to employment or work.

The Code of Conduct applies to all employees of the Permobil Group, from our Board of Directors to each of our colleagues worldwide.

The Code of Conduct is our global governing policy and together with other Permobil Policies and the law, it forms the foundation for the way we work. Our Permobil Policies for e.g., health and safety, sustainability, data privacy, whistleblower and anti-corruption all fall under the umbrella of the Code of Conduct, being more operational in nature.

Permobil's Code of Conduct is reviewed annually to ensure that it remains relevant to our business. The Code of Conduct is approved by the Board of Directors.

Training is provided to all employees and everyone at Permobil shall confirm on a yearly basis that they have read and will adhere to this Code.

### Supplier Code of Conduct

The Supplier Code of Conduct defines and outlines the non-negotiable minimum standards required from all Permobil Suppliers. This Code is based on Permobil's Code of Conduct. Permobil is a signatory to the United Nations (UN) Global Compact, and we adhere to its Ten Principles reflecting human rights, labour, the environment and anti-corruption. We further support the rights of all people as described in the Universal Declaration of Human Rights adopted by the UN and in the conventions of the UN's International Labour Organization. All suppliers are required to comply with the standards set out in this code.

Our comprehensive policy prohibits forced labour, child labour, and exploitation. The Supplier Code of Conduct covers the areas of compliance, human rights, labour standards (including prohibition and prevention of forced- and child Labour), business ethics, integrity and intellectual property, quality, and whistleblowing.

### 3.2 Assessing Risk and Implementing Due Diligence in Relation to Forced Labour and Child Labour

Permobil is committed to operating a sustainable and responsible business. We put great emphasis on ensuring that all our partners have the highest ethical standards.

We acknowledge that there may be risks of forced or child labour in our supply chains. The following measures have been implemented by Permobil within our *Responsible Sourcing Framework* to identify such risks:

All new suppliers are required to sign the Permobil Supplier code of conduct as part of the onboarding process.

The due diligence process has a risk-based approach where self-assessment questionnaires are used.

The self-assessment questionnaire (SAQ), considers sustainability performance within human rights, working conditions, as well as environmental and responsible supply chain management. Deviations are mitigated within the supplier development process.

Permobil's current suppliers that have not participated in a recent Code of Conduct evaluation may be requested to participate in an audit.

### 3.3. Measuring the Effectiveness of our Actions

The global supply chain group oversees the effectiveness of our actions. The group set up action plans to follow up potential deviations and mitigation actions. Within the *Responsible Sourcing Framework* several KPIs have been developed to ensure progress and compliance.

### 3.4 Training

All employees are required to complete a yearly Code of Conduct e-learning module.



3.5 Remediation Measures

Permobil has not identified any incidents of forced or child labour in the supply chain. We have, therefore, not adopted any remediation measures to address forced or child labour.

Approval and Attestation

In accordance with the requirements of the Act, I attest that I have reviewed the information contained in the report.

Signature	<div>Signed by:  7FDA04A398F5423...</div>
Name	Marika Isberg
Title	Executive Vice President Group Legal, Risk & Sustainability (Group General Counsel)
Date	May 28 <sup>th</sup> 2025