

Modern slavery and human trafficking statement 2025

Joint statement adapted for:

- UK - [Modern Slavery Act 2015](#)
- Australia – [Modern Slavery Act 2018 \(Cth\)](#)
- Canada - [Fighting Against Forced Labour and Child Labour in Supply Chains Act](#)

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.

With a global footprint and headquartered in Sweden, Permobil is a global leader in advanced assistive mobility solutions, focusing on the development and manufacture of our complementary portfolio of products and services. From our origins of advanced power wheelchairs, we now provide active manual wheelchairs, seating and positioning solutions, power-assist devices, software solutions and aftermarket services. Permobil selling over a million products over a year. 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 2025 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 modern slavery and human trafficking statement is a joint statement made by Permobil AB and its subsidiaries. It is made on a group level, covering all reporting entities relevant to the above-mentioned laws, including Permobil, Ltd. (Canada), Permobil Ltd (UK) and Permobil Australia Pty Ltd.

2 Structure and operation

The Permobil group had 1987 employees end of year 2025. The headquarters is located in Sundsvall, Sweden, with 262 employees.

Permobil's global operations are organized in business regions and global supporting functions, Permobil products are available in 50 countries. Permobil has twelve production sites, located in seven different countries, and sales and service presence in 18 countries. Permobil direct and indirect suppliers are located in Europe, North America and Asia Pacific. The suppliers provide products within categories such as polymers, mechanical parts and electronics.

The entity Permobil, Ltd. (Canada) employs approximately 89 employees across its operations in Canada, with production, warehouses and offices in Vancouver, Montreal and Toronto. Permobil Ltd (UK) and Permobil Australia Pty Ltd. focus on sales, service and marketing and employ 17 and 44 people respectively.

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 and procedures.

The governance of areas within sustainability follows Permobil governance structure. The responsibilities of the Board of Directors (the Board) and Group Management related to sustainability are described below.

The Board

The Board sets the direction for sustainable development within Permobil.

The Board also oversees how Permobil identify and manage sustainability risks. This is through the Annual Double Materiality Assessment as well as the annual Enterprise Risk Management (ERM) process.

Group Management

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

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

Code of Conduct

Permobil do 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 the Board of Directors to all Permobil employees worldwide.

The Code of Conduct is the global governing policy that together with other Permobil Policies forms the foundation for the way we work.

All Permobil Group Policies, including the Code of Conduct, are reviewed annually.

Permobil Group Policies are approved by the Board. No material changes have been made to the policies since previous statement.

All employees are required to complete a yearly Code of Conduct e-learning module and shall confirm on a yearly basis that they have read and will adhere to the Code of Conduct.

Permobil also have mandatory reoccurring training on our Group Policies, such as People and Culture and Anti-Corruption including whistleblower protection.

The Permobil Code of Conduct is supported by Permobil Policies within areas such as People and Culture, Health and Safety, Sustainability, Data privacy, Whistleblower protection, Anti-Corruption as well as Trade Compliance.

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. Permobil 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. The Supplier Code of Conduct 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.

The following measures have been implemented by Permobil within our *Responsible Sourcing Framework* to identify potential risks related to Human Rights:

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 a self-assessment questionnaire (SAQ) is used. The SAQ considers sustainability performance within human rights, working conditions, anti-corruption, sanctions compliance as well as environmental and responsible supply chain management. Deviations are mitigated within the supplier development process. Permobil uses external public sources such as the Global Rights Index, the Global Slavery Index and Responsible Minerals Initiative guidance. We also use governmental guidelines and watch lists such as the guidance documents and entity list provided by US Customs and Border Protection in relation to forced labour.

3.3. Measuring the Effectiveness of our Actions

Permobil 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 Continuous improvements

Permobil continue to increase the scope of its sustainability assessments of tier 1 suppliers, this including chain of custody related to rubber. Permobil has also updated the due diligence framework related to internal escalation processes. Permobil continues the dialogue with industry peers as well as suppliers related to implementation of Permobil policies covering the topic of modern slavery.

3.5 Remediation Measures


In 2025 no confirmed case of modern slavery, forced labour or child labour was identified through Permobil Supply Chain due diligence and grievance processes; consequently, no remediation process was triggered in the reporting period.

3.6 Grievance mechanisms

Permobil has a grievance mechanism through an external operated Whistleblower Channel for anonymous reporting. Permobil encourages employees and external stakeholders to raise any concerns and reporting can also be made directly to any manager within the company.

Approval and Attestation

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

Signature	
Name	Oscar Hertzman
Title	Vice President Group Supply Chain
Date	May 28 th 2026