

**CODE OF CONDUCT**Date: 4<sup>th</sup> January 2024**Modern Slavery Policy****1. Introduction**

Assa Abloy Global Solutions LTD is committed to preventing and eradicating modern slavery, human trafficking, forced labor, and similar human rights violations within our operations and supply chains. This policy outlines our commitment to ethical and responsible business practices and demonstrates our zero-tolerance approach to any form of exploitation.

**2. Policy Statement**

Assa Abloy Global Solutions LTD strictly prohibits all forms of modern slavery, including but not limited to forced labor, child labor, human trafficking, and other practices that violate basic human rights. We are dedicated to conducting our business activities in an ethical and socially responsible manner, and we expect the same commitment from our employees, suppliers, and business partners.

**3. Scope**

This policy applies to all employees, contractors, suppliers, and other business partners associated with Assa Abloy Global Solutions LTD. It encompasses all operations, products, and services provided by our organization, including subsidiaries and supply chains.

**4. Risk Assessment**

Assa Abloy Global Solutions LTD conducts regular risk assessments to identify and evaluate the potential risks of modern slavery within our operations and supply chains. We are committed to taking proactive measures to prevent and mitigate such risks.

**5. Due Diligence**

We undertake due diligence processes to ensure that our suppliers and business partners share our commitment to ethical and responsible business practices. This includes assessing the risk of modern slavery in our supply chains, conducting audits, and working collaboratively with our suppliers to address any identified issues.

**6. Training and Awareness**

Assa Abloy Global Solutions LTD provides training to employees and relevant stakeholders to raise awareness about the risks of modern slavery and the importance of ethical business practices. This includes educating our employees on identifying and reporting any suspected cases of modern slavery.

**7. Reporting Mechanisms**

We encourage all employees, suppliers, and stakeholders to report any concerns or suspicions related to modern slavery through our confidential reporting mechanisms. We are committed to protecting whistleblowers from any form of retaliation.

**8. Supplier Engagement**

Assa Abloy Global Solutions LTD expects our suppliers and business partners to comply with all applicable laws and regulations related to modern slavery. We communicate our expectations through contractual agreements, codes of conduct, and ongoing engagement.

**9. Monitoring and Compliance**

We regularly monitor and assess our operations and supply chains to ensure compliance with this policy. We conduct audits and assessments to verify adherence to anti-slavery standards, and we take appropriate corrective actions if any violations are identified.

**10. Continuous Improvement**

Assa Abloy Global Solutions LTD is dedicated to regularly reviewing and improving the effectiveness of this policy and related procedures. We stay informed about best practices and evolving standards to remain at the forefront of efforts against modern slavery.

**11. Responsibility and Accountability**

All employees are accountable for compliance with this policy, and any violations will be subject to appropriate disciplinary action, up to and including termination of employment.

**12. Review and Approval**

By adhering to this policy, Assa Abloy Global Solutions LTD aims to contribute to the eradication of modern slavery and promote ethical business practices throughout our operations and supply chains.