

Verisure Modern Slavery Statement 2025




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1 Introduction

This statement represents Verisure plc's and Verisure Services (UK) Limited Modern Slavery Statement for the Financial Year 2025, under section 54 of the UK Modern Slavery Act 2015. It sets out the steps taken by those entities to prevent modern slavery and human trafficking in our business and supply chains. This statement should be read in conjunction with the following documents:

- Verisure Code of Conduct
- Verisure Supplier Standards & Ethical Code
- Verisure Sustainability Report (latest available version), available in the Sustainability section of our website.
- Verisure Diversity, Equity, Inclusion and Belonging Policy
- Verisure Speak Up Policy

2 Our Commitment

We recognise human rights as fundamental standards that protect individual dignity and equality beyond legal compliance. In line with section 2.5 of our Code of Conduct, we are committed to respecting Human Rights and Labour Standards within our Company and throughout our value chain. We do not tolerate forced labour, child labour, human trafficking, or any form of coercion in our operations or supply chain. We partner only with organisations that respect applicable laws and share our values regarding human rights and labour standards.



3 Our Organisation, Structure, and Supply Chains

1. What we do

Verisure provides professionally monitored security services, covering the installation and maintenance of alarm systems at our customers' premises. We operate across 18 countries: Spain, Portugal, Brazil, Argentina, Peru, Chile, Mexico, France, Belgium, Sweden, Norway, Denmark, Finland, Italy, the UK, the Netherlands, Germany, and Ireland, and as Arlo for camera video surveillance systems across Europe. We have an employee presence in the mentioned countries, including Switzerland, where the Company's headquarters is based.

Our end-to-end supply chain is fully integrated, including New Product Introduction (NPI), material sourcing, Electronic Manufacturing Supplier (EMS) management, procurement of finished products and services, material and supply planning, and global and reverse logistics.

We are committed to conducting our business in an ethical, legal, and socially responsible manner. This commitment extends to our suppliers, who are expected to meet the same high standards of honesty and integrity as our own colleagues.

2. Our Suppliers

Our supplier base consists of more than 2,000 suppliers at both direct and indirect levels. More specifically:

- Our Direct Suppliers are generally regarded as key partners (and the majority are qualified as Strategic Suppliers) and are managed by our Procurement teams at a global level. They provide components for our alarm and security solutions (alarm products and Installation materials). We currently have around 80 Direct Suppliers, and the vast majority are based in Asia or Europe.
- Our Indirect Suppliers support our expenditure on materials, services, and maintenance required to operate our Business. These include logistics, travel, marketing, car fleet, telecommunications, office expenses, legal and audit costs, consulting and other indirect expenses. We manage procurement through spend approvals, sourcing, and purchase order management. We qualify our supplier pool using our e-Sourcing tool (Jaggaer) and usually source suppliers through tenders that include at least three candidates. We classify our suppliers as Strategic or Important based on several factors, including annual spend and the types of products or services they provide. We maintain long-term relationships with those we consider Strategic or Important and review their status regularly.

Our global procurement and supply chain teams are responsible for identifying, assessing, and responding to human rights issues in our supply chain.



4 Our Policies

We identify and mitigate modern slavery risks through a robust framework of global policies and standards. These policies outline our expectations for ethical conduct, human rights, labour standards, and responsible business practices. All colleagues can access these policies on our internal platforms.

All Verisure colleagues are required to follow our Code of Conduct and related Verisure policies, which reflect our commitment to acting With Trust and Responsibility and internationally recognised human rights principles.

We also expect our third parties – including suppliers, subcontractors, and other business partners – to adhere to our standards through contractual commitments and applicable supplier requirements.

1. Code of Conduct

Our Code of Conduct establishes the principles that guide how we work with colleagues, customers, suppliers, and other stakeholders. It reflects our commitment to respecting human rights and maintaining high ethical standards in every market where we operate. Our Code of Conduct is aligned with internationally recognised standards and frameworks, including the Ten Principles of the United Nations (UN)'s Global Compact, the Organisation for Economic Co-operation and Development (OECD)'s Guidelines for Multinational Enterprises, and the core conventions of the International Labour Organization (ILO). In line with this, we do not tolerate modern slavery or human trafficking in any part of our business or supply chain, and all colleagues are required to follow the Code of Conduct and related Verisure policies. To that effect, our colleagues receive our Code of Conduct during their onboarding and must complete Code of Conduct training.

2. Supplier Code

Our Supplier Code sets clear expectations for our suppliers. The Code aligns with the Ten Principles of the UN's Global Compact, the OECD's Guidelines for Multinational Enterprises, and ILO's standards. Its provisions apply globally to our suppliers and cover compliance with laws and regulations, employment practices (such as child labour, forced labour, non-discrimination, human rights, working conditions, working hours, and freedom of association), and conflict minerals. Suppliers managed centrally must sign a copy of the Code through our e-sourcing system and are expected to take all necessary steps to comply. Suppliers are also expected to understand the business practices of their own suppliers and subcontractors to ensure they follow our standards. The Supplier Code also gives us the right to audit our suppliers.

3. Diversity, Equity, Inclusion, and Belonging (DEIB) Policy

This policy emphasises our commitment to protecting human rights and safeguarding vulnerable groups. It helps us foster a culture of DEIB by attracting, retaining, and engaging diverse talent, and by investing in our team's growth and performance based on merit. It helps us create an environment where everyone feels included and supported, and has real opportunities to succeed. Our approach promotes inclusion, pride, and a strong sense of belonging.

4. Speak Up Policy

Our Speak Up Policy is designed to help our colleagues identify breaches of our Code of Conduct or policies. It clearly outlines the types of misconduct that should be reported and provides guidance on how colleagues and other stakeholders can effectively raise their concerns confidentially through our Speak Up platform. Any colleague or stakeholder who reports an incident in good faith is protected by our zero-tolerance policy against retaliation. Since 2023, suppliers have been able to use our Speak Up platform to report concerns, especially about human rights breaches or other negative Environmental, Social and Governance (ESG) impacts in our supply chain. The Speak Up Policy and platform are available on our Verisure websites. As of the end of 2025, no such report has been received.

5. UK Grievance Policy

Verisure Services (UK) Limited has a formal Grievance Policy that lets colleagues raise workplace concerns through a clear, structured process. Colleagues can raise issues informally or in writing, and we address them fairly, with a hearing and, when needed, an investigation. Colleagues have the right to be accompanied to hearings and to appeal outcomes to an independent manager. This policy, alongside our Speak Up Policy, supports transparency, empowers workers, and ensures access to remedies. It forms part of our strategy to identify and address risks of labour exploitation and modern slavery in our UK operations.

Together, these policies and guidelines form a framework to prevent exploitation, uphold human and labour rights, and ensure ethical, lawful practices across Verisure's business and supply chain. Our Verisure policies are approved by the Verisure Board, reviewed and updated as needed and by a cross-functional Policy Committee.

5 Assessing and Managing Risk

1. For our Suppliers

We assess risk through our Enterprise Risk Management (ERM) process, which includes human rights risks. We consider factors such as country exposure, business sector, severity, and likelihood of harm.

Our Double Materiality Assessment (DMA) informs the ERM process by identifying material Impacts, Risks, and Opportunities (IROs). The DMA uses input from different stakeholder groups and both direct and indirect information sources. It evaluates risks and opportunities based on their potential size and likelihood over the short, medium, and long term. We use these results to identify, prioritise, and continue monitoring ESG-related risks in the ERM framework, in line with our financial reporting assumptions.

As mentioned above, our Supplier Code gives Verisure the right to audit our suppliers. At present, we are not aware of any specific risks related to modern slavery in our business or supply chains.

2. For our Colleagues

We recognise that responsible employment practices are key to preventing modern slavery. As set out in section 4.5 of our Code of Conduct, we are committed to ensuring the integrity of our people. Where the law allows, and the role requires, pre-employment checks are carried out, including proof of right to work and criminal background checks. These measures help us ensure lawful employment and lower the risk of exploitation. In addition, we mainly recruit through structured internal processes rather than external agents, thereby reducing the risk of forced labour.

No confirmed instances of modern slavery were identified in 2025.



6 Our Supplier Due Diligence Process

As part of our Sustainable Sourcing strategy, we have established a due diligence process to identify the most significant human rights and environmental risks and impacts in our supply chain. Our due diligence process for suppliers includes the following key initiatives:

1. Supplier risk assessment in qualification:

As of the third quarter of 2022, we have partnered with Bureau Van Dijk (now Moody's) to evaluate our suppliers. This helps us detect and mitigate financial, legal, and ESG risks during supplier qualification. We include Moody's risk events as part of our supplier qualification criteria, which all suppliers must meet before doing business with Verisure. In 2025, as part of a new partnership between Moody's and MSCI, we are migrating our ESG ratings to the MSCI database. In 2025, we also joined the Supplier Ethical Data Exchange (SEDEX) Platform to conduct ESG ratings for Tier 1 and 2 suppliers not covered by MSCI, and to conduct on-site ESG audits with SEDEX-approved audit companies, following the internationally recognised SMETA methodology.

By the end of 2025, we had rated 100% of our Strategic and Important suppliers, and 22% of suppliers qualified in the e-Sourcing tool (Jaggaer-Bravo) for ESG.

2. Supplier Standards and Ethical Code (Supplier Code):

In 2021, we launched the Supplier Code, based on the Ten Principles of the UN Global Compact. Since 2022, suppliers qualified in our e-Sourcing tool (Jaggaer-Bravo) are required to accept the Supplier Code. Our Procurement Compliance team ensures that our Strategic and Important Suppliers follow the Code in key areas, including compliance with laws and regulations, security, environmental practices, employment practices, wages and benefits, working hours, child and forced labour, non-discrimination and human rights, freedom of association, working conditions, conflict minerals, gifts and gratuities, bribery, corruption, and fraud, freedom of expression, and data protection.

By the end of 2025, 99.96% of suppliers registered in the e-Sourcing Tool and qualified to do business with us had signed the Supplier Ethical Code.

In 2025, 100% of our Strategic and Important suppliers, accounting for around 70% of supplier spending managed by global Procurement and Supply Chain, submitted required documentation and demonstrated compliance.

3. Supplier audits

We conduct supplier audits (due diligence) annually, either on-site or online, for our Strategic Product Manufacturers and Strategic Third-Party Logistics suppliers. For other suppliers, due diligence frequency might vary. These audits help us monitor business operations, including financial performance, ESG practices, and working conditions within their facilities. We also check compliance with labour laws, health and safety regulations, environmental standards, human rights, business ethics, and more.

In 2025, we audited the majority of our Strategic Product Manufacturers and Third-Party Logistics suppliers.

In 2025, we audited part of our product spend as well as most of our 3PL on-site spend. Most product suppliers (i.e., those providing materials that are sold and installed for our customers) that were audited on-site were audited by Intertek through Supplier Ethical Data Exchange ("SEDEX"), or they shared a Responsible Business Alliance ("RBA") Audit report with us. We follow up on action plans for any non-conformities found during audits in our Quarterly Business Reviews with suppliers.

4. Tier-2 Suppliers

In 2023, we started mapping the Bill of Materials for our EMS products to identify potential impacts on human rights, labour, and the environment. This process includes assessing country risks, checking compliance with environmental standards such as the EU Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS) Directive and the EU Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH) Regulation, ensuring adherence to conflict minerals regulations, and evaluating ESG third-party ratings. In 2024, we also began mapping Tier 3 suppliers and working with our ODMs to confirm they had due diligence practices in place in their supply chains.

In 2025, we continued our Tier 2 supply chain mapping across our EMS Bill of Materials. During the year, we also qualified relevant Tier 2 suppliers within our e-Sourcing tool as part of our due diligence framework. In addition, we conducted on-site audits of selected Tier 2 suppliers using recognised audit frameworks, including SEDEX and Responsible Business Alliance (RBA) methodologies.

5. Speak-up and grievance mechanism

In 2023, we informed our suppliers about our Speak Up platform at www.verisure.com, where they can report concerns about human rights, breaches, or any other negative ESG impacts in our supply chain. We also added this information to the Supplier Code, which suppliers must accept.

In 2025, no speak-up, complaints or concerns regarding modern slavery or human trafficking in our operations or value chains were reported.



7 Awareness & Training

At Verisure, we are committed to acting with Trust and Responsibility, which is embedded in our culture. All colleagues are expected to follow our Code of Conduct in their daily work. Our Code of Conduct prohibits all types of modern slavery offences, and our colleagues are required to complete Code of Conduct training. In addition, our Procurement and Supply Chain colleagues receive annual training on sustainable sourcing and due diligence.

By the end of 2025, 90% of our colleagues had completed Code of Conduct training.

100% of Procurement and Supply Chain employees have been trained in Sustainable Sourcing

8 Definitions

“We”, “Us” or “Our”	References in this statement to “we”, “us” or “our” are references to Verisure.
Strategic Suppliers	Strategic Suppliers support Verisure’s success and strategic objectives. We consider any supplier whose products or services could affect the success of our business as Strategic. This category includes but is not limited to: (i) direct suppliers (such as batteries and power, plastics, and mechanics), (ii) IT and telecom suppliers, and (iii) indirect suppliers (such as logistics and contact centres). Strategic suppliers account for 54% of spend, while representing just 2% of the supplier pool.
Important Suppliers	Important Suppliers are non-Strategic suppliers with a high annual spend with Verisure. They help improve our performance and add value to our operations. Important suppliers account for 22% of total spend and represent 3% of the supplier pool.
“Supplier Code”	Supplier Standards & Ethical Code
“Verisure”	The global Verisure organisation as appropriate for the purposes of the Act (here, Verisure plc and Verisure Services (UK) Limited)

9 Questions and Support

We encourage those who encounter or witness misconduct within Verisure to speak up, either to their line Manager, Legal or HR, or through the Speak Up platform (<https://www.verisurespeakup.com>). We maintain a zero-tolerance policy towards any form of retaliation against those who speak up in good faith.

10 Governance

This Statement (version 1.0) was formally approved and signed by directors of the boards of Verisure Services (UK) Limited and Verisure plc.





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