

Modern Slavery Statement

HAKI Safety in the UK, i.e. Haki Ltd, Span Access Solutions Ltd, Vertemax Group Ltd, Vertemax Ltd, is committed to supporting the elimination of modern slavery and human trafficking. The Swedish publicly listed HAKI Safety AB is the ultimate parent company of all the subsidiaries in the UK that are expected to comply with the UK Modern Slavery Act 2015. Information about HAKI Safety is available on www.hakisafety.com.

Our commitment to address modern slavery is supported by the HAKI Safety Code of Conduct, available on www.hakisafety.com/about-us/code-of-conduct. We also expect our suppliers and business partners to adhere to the principles outlined in our Code of Conduct.

We encourage employees, suppliers and business partners to utilise HAKI Safety's whistleblowing reporting service in the event of any perceived misconduct, and that laws, human rights or the Code of Conduct are being violated. One may be anonymous there, and the report will be handled as strictly confidential. Our Whistleblowing Directive does not allow retaliation towards anyone raising concerns in good faith.

We endeavour to ensure that modern slavery and human trafficking are not taking place in our supply chains or in our own operations by employing practices and upholding standards that meet or exceed the requirements of the laws of countries in which we operate.

Our standards and practices are founded upon the following:

Compliance with Laws and Regulations

We ensure that in our business activities we comply with the laws, legislation, regulations and standards applicable to our industry under the national laws of the countries where we are conducting business, and we expect our suppliers and business partners to do the same.

Employment Practices

In our own operations, we ensure that the following standards are upheld.

- We strive to be on par with similar companies in the industry regarding salary levels and the competitive situation regionally and globally.
- We do not permit working hours that do not comply with national laws and industry standards.

- We do not tolerate child labour or other forms of exploitation of children in our operation or value chain. No children under the compulsory school age, and in any case not younger than 15 years old, are allowed to be employed by HAKI Safety on a permanent basis.
- We do not accept any forms of modern slavery, such as forced labour, bonded labour or human trafficking.
- Everyone is to be treated with dignity and respect, and disciplinary actions should be fair.
- Employees are provided with a safe and healthy working environment, and where company accommodation is provided, a safe and healthy living environment.

Our Expectations of our Suppliers and Business Partners

In each of the countries in which we operate, we request that our suppliers and business partners take reasonable and practical steps to ensure that they too uphold the above employment practices throughout their own operations and supply chains, and in accordance with the laws and regulations in the countries in which they operate.

Should a supplier be involved in modern slavery and human trafficking, we will address the impact and those harmed by the situation.

We look forward to the support of our suppliers and business partners as they, like us, work to ensure that modern slavery and human trafficking are not taking place in their own operations or supply chains.

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Sverker Lindberg
President and CEO
HAKI Safety AB (publ)



HAKI
SAFETY
NORRA VALLGATAN 70
211 22 MALMÖ, SWEDEN