

Hexatronic Group - Modern Slavery Act Statement

This statement has been published in accordance with the UK Modern Slavery Act 2015. It sets out the steps taken by Hexatronic Group (“Hexatronic”) during the 2019 financial year to prevent modern slavery in its business and supply chain.

Our position

Hexatronic is committed to preventing any form of modern slavery, servitude and human trafficking, as well as forced or compulsory labour. As a signatory of the UN Global Compact, Hexatronic actively supports human rights and stands by and runs its business in line with the [10 principles for responsible enterprise](#). The principles are based on the UN Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the UN Convention Against Corruption. We also support and contribute to the UN Sustainable Development Goals – [Agenda 2030](#).

Our business and supply chain

Hexatronic is a technology group which specialises in fiber communications. We supply fiber optic products and solutions and provide a unique range of passive infrastructure for telecom companies. The Group consists of 19 companies with a total of approximately 600 employees. The Group’s headquarters are in Gothenburg, Sweden. We develop and manufacture our own products and services, as well as selling and manufacturing solutions based on products from leading manufacturers worldwide.

We own our own production chain, which enables us to respond quickly to unique customer requests. Our customers are companies and public administrations within the telecom industry, such as telecom companies, communications and telecom operators, and network owners. Securing a sustainable supply chain is vital in our strategy to deliver value to our customers and contribute to sustainable development. We therefore want to work with suppliers who share our values when it comes to sustainability and ethics.

A Group-wide [Code of Conduct for Suppliers](#) was adopted and launched during 2018, with requirements within the following areas: Environment, Human Rights (eradication of discrimination, avoiding child labour), Fair Employment Terms (reasonable employment conditions, avoidance of slavery, freedom of association), Health and Safety (working environment, safety) and Anti-corruption.

The section on avoidance of slavery states that: “The supplier may not take part in any form of slavery which entails forced labour, trafficking or non-volitional labour in any way. Employees should be free to leave their workplace at the end of the day and to end their employment after a reasonable period of notice in line with applicable laws or contracts. Employees should not be forced to deposit money or identity documents with their employer.”

The Code of Conduct for Suppliers has been sent to 281 suppliers, who jointly represent 83 per cent of the Group’s total purchase volume of direct materials and transport. To date, 146 suppliers have stated that they run their operation according to the requirements set out in our Code of Conduct.

Supplier due diligence, risk assessment and monitoring

Hexatronic deems the risk of modern slavery and human trafficking in its own business to be limited. Hexatronic purchases its components and services from suppliers spread across Europe, Asia, North America and Oceania. We are aware of the risks in the supply chain and continuously monitor our suppliers and trust in their due diligence.

Effectiveness in preventing modern slavery

Eleven desktop reviews and 11 onsite audits have been carried out during 2019, and according to the results we cannot see any risk related to modern slavery or human trafficking. Further desktop and onsite audits will continue throughout 2020. Additional KPIs for the area of sustainable supply chain will be introduced and measured during 2020. Personnel in specific purchasing positions will also undergo specialised training on sustainability in the supply chain, including the area of modern slavery.

We urge our suppliers to report any violations of our Code of Conduct directly to us, or using the [whistleblower function](#) on our website.

Further information about our efforts to identify and manage risks related to modern slavery is communicated in the [annual report](#).



Henrik Larsson Lyon
CEO, Hexatronic Group
Adopted January 9, 2020