

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 2020 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 25 companies with approximately 750 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 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. During 2020 the section related to human rights was revised: “The supplier should support, and respect internationally proclaimed human rights. The supplier should assure no involvement, whether directly or indirectly, in violations of human rights.”

The section on Fair Employment Conditions states that: “The supplier may not use any form of slavery which entails forced labour, human trafficking or non-volitional labour of any kind. 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.”

169 suppliers, representing 74 percent of the total purchasing volumes of direct materials and transport, have signed the 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. During 2020, a mapping was carried out of the sustainability risks that exist in our supply chain, and where these risks are greatest. The results will form an important foundation for which issues, suppliers and countries to prioritise in future audits, be they digital or physical.

Effectiveness in preventing modern slavery

During the year, a self-assessment survey was sent out to 34 of our suppliers, who account for just under 60% of the Group's total purchase volume of direct materials and transport. The survey included 24 questions related to amongst other areas human rights and avoidance of modern slavery. The results will form an important part of our ongoing dialogue, and which suppliers we opt to audit digitally and on site. As a consequence of the pandemic that broke out and prevailed for most of 2020, there have been no on-site audits at our supplier companies. In the first half of 2021 we will focus on conducting remote audits via Teams, with the hope of being able to resume on-site audits after that.

Personnel in specific purchasing positions will during 2021 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
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