

## **INVISIO Communications Ltd, Anti-Slavery and Human Trafficking 2025 Statement**

### **Introduction**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the modern slavery and human trafficking statement for the financial year ending 31 December 2024 for INVISIO Communications Ltd and its UK group companies. INVISIO Communications Ltd is committed to preventing slavery and human trafficking in all its business activities and supply chains.

INVISIO Communications Ltd is a world leading supplier of robust hearing protection and part of the INVISIO Group. We recognize that modern slavery and human trafficking are significant global issues, and we are committed to ensuring that our business and supply chains are free from such practices.

INVISIO Group policies which apply to INVISIO Communications Ltd demonstrate its commitment to responsible supply chain management and our objective is to comply with all applicable laws, regulations and strives for best practice. We also expect our suppliers and their representatives to conduct all business activities in full compliance with all applicable laws and regulations. We review our policies to ensure their effectiveness.

### **Governance and related policies**

INVISIO Group's stance on Modern Slavery and Human Trafficking is supported through existing policies, which include:

**Modern Slavery and Human Trafficking:** this policy sets out INVISIO Group position on Modern Slavery and Human Trafficking.

**Code of Conduct:** this policy outlines expectation of how the business expects its employees to be exemplary corporate citizen, behave and conduct business.

**Supplier Code of Conduct:** this policy sets out INVISIO Group tendering and procurement practices and includes the business commitment to responsible supply chain management, including anti-slavery.

**Anti-Corruption Policy:** this policy sets out the high ethical standard officers, employees and other stakeholders, should conduct business fairly, impartially in an ethical and honest manner and in full compliance with all laws and regulations.

As part of our training to existing and new employees, Modern Slavery is one of the issues covered.

## **Modern slavery risk assessment**

Within INVISIO Communications Ltd, we have concluded that on the basis that we are a UK employer subject to UK employment protections and practices and with the procedures we already have in place and the nature of the roles our employees undertake, we have a low risk of modern slavery within our own operations. We, however, keep this under review.

Within our supply chain we acknowledge that there are higher areas of risk. As a result, we remind suppliers of our Supplier Code of Conduct and inform them of our UK Anti-Slavery laws, to prevent modern slavery occurring in our supply chain. With any new supplier, we undertake due diligence to ensure that they deliver on the high standards we operate to and expect our supply chain to operate to.

## **Further steps**

Looking forward we will continue to take the following further steps to combat modern slavery and human trafficking:

Undertake anti-slavery and human trafficking training where applicable across the INVISIO Group.

Keep our supply chain under review and review all new suppliers on a case-by-case basis.

Keep our due diligence under review and enhance it where necessary.

Monitor any need for further action.

This Statement has been approved by the board of INVISIO Communications Ltd who will review and update it annually.

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Lars Højgård Hansen  
Director

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Annika Andersson  
Director

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Thomas Larsson  
Director