



Modern Slavery and Human Trafficking Statement – Interspiro AB

Introduction

Interspiro AB strives towards taking social responsibility, continuously work on reducing our effects on the environment, value human rights and is strongly against corruption. As a multinational business we do face the reality that there are societies and situations where these core values are not present in the same way and we do work actively to combat any risks of modern slavery or social injustice or corruption in all parts of our business and supply chain.

Interspiros business shall be conducted with high focus on ethics and integrity. Interspiro takes responsibility for the products put on the market and that they do not negatively affect people, animals or the environment in any stage of the supply chain and we have a zero tolerance towards any kind of child labour or forced labour. We only do business with suppliers and customers that we can trust.

As an employer we strictly follow the laws and regulations of the countries where we are present and we work together with trade unions and other organisations in order to provide a safe and equal work environment for our employees. We are trying as an employer to offer our people fair salaries and wages and other benefits that are common standard in the relevant industry.

Our business and Supply chains

Interspiro AB, based in Sweden, trades in the UK with the help of the fully owned subsidiary Interspiro Ltd. All sales and all supply chain decisions are made within Interspiro AB and Interspiro Ltd functions mainly as a service provider for sales and service work performed in the UK.

We deliver to municipal fire brigades and to public safety diving and to industrial, maritime, military and police customers. Our product range is mainly breathing protection in the form of self contained compressed air breathing devices, or closed circuit devices for under water or escape situations.

There are a number of other markets where we have the same setup, mainly in Central Europe, but a large part of our sales comes through close cooperation with partners and distributors worldwide.

Our Manufacturing is done in our production plant in Latvia but the control of the supply chain and assessment of suppliers are controlled by the head quarters in Sweden. The supply chain is mainly to buy components for sub assembly and final assembly and the procurement is done worldwide, with the focus in Northern Europe, US and China.

Interspiro AB



Risk assessment and steps taken to combat Modern slavery in the Supply chain.

From a Supply chain perspective, we identify modern slavery risks arising mainly from the geographical location of supplier, its factories and business operations, and/or the source of its raw materials.

The identified risk locations from a geographical point of view where we currently have vendors are India and China. All of these vendors have been visited and we have performed supplier audits to make sure that they follow our criteria's for an approved supplier.

Risk assessment and steps taken to combat Modern slavery in the Distributor chain.

Export Control is part of the Sales Process as defined by the Interspiro Management System. The Company's shall fully comply with applicable export/re-export laws and regulations. Through ongoing communications with the customer and suppliers the Company makes all reasonable efforts to verify the application and use of the product and any applicable laws and regulations.

Internal documentation for Export Control refer to the website of the Government Offices of Sweden where current international sanctions, including sanctions on Human Rights, are listed.

As defined early in the Sales Process actions shall be analysed, and if needed changed, to ensure that they are not in violation with these sanctions. Interspiro's Management System is annually audited both internally and by external third parties.

Interspiros Policies

Interspiro has a whistle blowing policy where anyone, in the company or outside the company can report fully anonymously on any kind of witnessed or feared wrong-doing. It may be on employment situations or in any other part of the business, including the supply chain or in the relationships with customers.

We have a code of Conduct as a final draft to be approved by Management which includes among other topics the zero tolerance on forced labour and we have sections within our employee handbook outlining how the CoC objectives can be achieved and met on an individual level. The publishing of the CoC is something that we have been working on in the past year in order to improve the clarity on how we, as a company, see e.g. how to defend ourselves against forced labour.

Interspiro uses Distributor and Vendor agreements and General Terms and Conditions both for purchasing and selling as a means to get partners to sign off on the values held by Interspiro on many issues, forced labour being one of them.



Other actions taken

Interspiro AB works to increase the knowledge and skills to identify the risks of forced labour and other types of injustices and discrimination by continuously updating the employee manual.

Interspiro AB performs comparative studies on salary development within its organization in order to verify that salaries paid are competitive within the markets where we operate.

Interspiro AB strives towards offering our employees a wide range of benefits and health care apart from a competitive salary.

Interspiro AB has undertaken active work in the last year to improve worker safety by increased risk assessment in the workplace to identify and mitigate potentially dangerous work situations.

This statement covers the last fiscal year 1 September 2023 to 31 August 2024. It has been approved by the management.

Signed on behalf of the Management

A handwritten signature in blue ink, appearing to read 'Roland Tschöp', is written over a light blue horizontal line.

Roland Tschöp
CEO