

Corporate Sustainability Due Diligence statement, Careium Group

Financial year 2023

Background

Careium supplies social alarm equipment and software. We run alarm receiving centres in Sweden, Norway, and UK. The company has employees in several countries in Europe.

This statement covers Careium group and applies to:

- Åpenhetsloven, Norway
- Maatschappelijke verantwoord ondernemen (MVO), Netherlands
- Modern slavery act, UK
- Proposal for directive on Corporate Sustainability Due Diligence, EU

Stakeholders' requirements and how we communicate with shareholders is described in the annual sustainability report.

Policy and strategy

The Careium strategy is focused on social sustainability. Our sustainability framework is based on helping elderly people live a better life. A responsible business foundation forms the basis for the governance of other sustainability issues.

The policies describing Careium's approach to the identification of human right risks and steps to be taken to prevent non-compliance are:

- Careium Business ethics, including several policies. This is our code of conduct describing rules and principles to be followed by the company's employees and subsidiaries.
- ESG policy for Careium suppliers. Code of conduct describing rules and principles to be followed by the company's suppliers.
- Whistleblowing policy. Possibility to report on misconduct anonymously.

These policies are available in the Careium web site.

Responsibilities

CEO is overall responsible that we comply with legislation. Regional Managers are responsible for compliance to legal requirements in countries where we act. Group Sustainability and Compliance Manager supports all regions and departments.

Due diligence assessments, reporting and follow-up is done according to group procedures.

Risk assessments

Risk assessments for sustainability (including human rights, workplace conditions and climate risks) are done annually regarding both our own operations and the supply chain. Detailed risk assessments are done in different teams and the top risks are presented in the annual report.

We have for many years been aware of risks in our supply chain and focused on mitigating the most important risks. We annually do a structured documented assessment of the sustainability risks for relevant companies in the supply chain. The locality and type of business are important parts of the assessments. We are continuously developing the method, in line with legislation and customer demands.

In the assessments, we have found that human rights risks in our own business are very limited. The major risks are in the supply chain. Careium primarily produce products in China and buys services in Asia and Europe. Careium has few direct suppliers of products, and these suppliers are evaluated before a business relation is started, and during the relation. The major risks for human rights are therefore believed to be found further down the supply chain.

Risk mitigation

We work continuously to find ways to minimise risks in the supply chain. Our ESG policy for Careium suppliers is included in all new agreements and also in renegotiated agreements. In the policy, we also express an expectation that suppliers will place similar demands on their subcontractors. If a supplier does not comply with the requirements in the ESG policy for Careium suppliers, Careium's position, as far as possible, is to encourage improvements by working along with the supplier. Serious violations and an unwillingness to co-operate will, however, affect the relationship with the supplier.

Relevant suppliers are visited by Careium representatives to ensure they comply with their commitment to the requirements in the ESG policy. The intervals of these visits are based upon their risk of not meeting requirements. Where relevant, Careium engages a third party to audit suppliers to evaluate their compliance with Careium and legal requirements.

Effectiveness

During 2023 there has been no reports in the whistleblowing channel about abuse of human rights including modern slavery.

During 2023 there has been no serious abuse of human rights found in the supplier evaluations, only minor issues that have been pointed out to the suppliers.

Training

All employees receive annual training regarding Business ethics and whistleblowing.

All managers (except team leaders), all employees in sales, and everyone who makes decisions about purchases, receive an annual digital course on anti-corruption.

Approval

Approved by Careium Board of directors 2024-02-14

Christian Walén, CEO