

# Statement

## **UK Modern Slavery Act Statement for financial year 2025**



This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015.

It sets out the steps that the Planon Group has undertaken - and is continuing to take - to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

The Planon Group has a zero tolerance approach to any form of modern slavery, including but not exclusively human trafficking, all forms of servitude and forced and compulsory labour. We are committed to acting in an ethical manner, with integrity and transparency in all business dealings.

We are committed to creating effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

## **Our organisation**

The Planon Group is a global software provider which helps organizations to streamline business processes for buildings, people and workplaces.

## **Our salient human rights issues**

The Planon Group mitigates the potential risk of the occurrence of modern slavery in its teams of directly employed staff through strict adherence to its robust HR recruitment and candidate selection policies.

## **Our policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Planon Purchasing Policy
- Planon CSR - Planon CSR Policy
- Planon CSR - Planon Environmental Policy
- Planon CSR - Planon Ethics Policy
- Planon HR - Recruitment Policy
- Local Staff handbooks per local Planon Legal Entity

## **Our suppliers**

The Planon Group operates in addition to its supplier purchasing policy a Planon Code of Conduct for suppliers and maintains a preferred supplier list. We aim to conduct due diligence on suppliers before allowing them to become a preferred supplier.

We ask our suppliers to agree with the ten UN Global Compact principles. According to the Planon Code of Conduct for suppliers a Planon Legal Entity, or a third party assigned by a Planon Legal Entity, may conduct reviews or on-site audits to assess the supplier's implementation towards the principles.

This Statement is included in the Planon Code of Conduct for suppliers.

## **Training**

We train our employees with authorization to procure in the Purchasing Policy and the Planon Code of Conduct for suppliers so that they are aware of the issues surrounding modern slavery and what to do if they suspect that it is taking place within our supply chain.

## Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified
- the use of labour monitoring and payroll systems
- the use of grievances mechanisms

On behalf of the Planon Board,



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