



## Modern Slavery Act transparency statement

KONE Plc is a UK leader in the lift and escalator industry, providing lifts, escalators and automatic building doors, as well as solutions for maintenance and modernisation to add value to buildings throughout their life cycle. KONE global sales for 2023 totalled 11.0 billion euros. We invite you to find out more about the nature of our business by following this link to our web page: [www.kone.co.uk](http://www.kone.co.uk).

The UK Modern Slavery Act 2015 requires our business to disclose the efforts we have employed to ensure that our supply chain is free of slavery and human trafficking.

Victims of modern slavery experience some of the most severe breaches of human rights in the world today. This is irreconcilable with the values of KONE Plc. We take this opportunity to state that we acknowledge our obligations under the Act, and we believe that our policies and procedures fully encapsulate and reflect our commitment to the corporate responsibility it identifies for us as a company, and further demonstrates our commitment to ensuring that we perform with purposeful integrity. All of our policies and processes are continually reviewed in promoting our commitment to eradicate slavery, servitude, and forced and compulsory labour and human trafficking.

KONE Plc has a supply chain network that exists to support its manufacturing, installation, modernisation and service operations, and its day-to-day business operations including the transportation of products and equipment. We receive most of the equipment that we install from KONE factories located in different parts of the world. In order to ensure that the products or services purchased remain compliant with applicable law, KONE has established and will continue to develop appropriate processes. We have a dedicated Procurement Team who manage, resource and regulate our procurement process. We have produced a compact and concise Supplier Enquiry pack, which sets out the standards of behaviour and conduct required to become a local supplier of KONE Plc. Before we do any business with any supplier, we expect all our suppliers to meet and commit to the provisions set out in our Supplier Code of Conduct. Our Supplier Enquiry Pack includes specific enquiries relating to The Modern Slavery Act 2015, which is reviewed on an annual basis. The enquiries made of our suppliers are as thorough as possible to achieve full transparency throughout our supply chain, and in doing so, challenge our suppliers to explore transparency in that of our suppliers' supply chain. Our dedicated Procurement Team complete a regular audit process with all our suppliers irrespective of size, and continually monitor our supply chain to ensure that there is a full and genuine commitment to their engagement with us. Our Procurement Team will also conduct some face-to-face on site visits, and this will include a visit to each of our top 30 suppliers. In addition, KONE Legal Director and Legal team are also conducting their own supplier audits throughout the year. A formal written application request is sent out to all suppliers providing opportunity for any internal changes to be reported to us, so that our records are always up to date. We provide full transparency of the KONE Supplier Code of Conduct, which is clearly displayed on our website to show any potential suppliers what they need to comply with should they want to "Become a KONE Supplier". A KONE supplier is expected to respect internationally recognised Human Rights including those set out in the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights. The KONE Supplier Code of Conduct is currently available in over 20 languages. See <http://www.kone.com/en/supplier-code-of-conduct.aspx>.

The KONE Code of Conduct sets out the standard of behaviour that is expected of KONE employees and KONE companies, and gives clear guidance about the kind of behaviour that is not tolerated. It is publicly available at <http://www.kone.com/en/investors/corporate-governance/code-of-conduct/>. Topics covered include complying with applicable laws and rules of society, the work environment, anti-bribery, harassment and discrimination, safety, product and service marketing, fair competition, the environment and sustainability. All our employees are expected to read and understand the code, and to report any violations to KONE's Compliance team, or relevant local legal function.



We have an extensive Code of Conduct online training programme, as well as dedicated compliance officers to help employees comply with KONE's Code of Conduct. The code of Conduct is available in over 30 languages to all employees.

KONE has a dedicated KONE Compliance Line which enables employees to report compliance concerns relating to violations of the KONE Code of Conduct through either web or telephone access. KONE encourages employees to "Speak Up" and report their concerns, together with the assurance that their identity is safeguarded if they so wish due to the anonymity offered by the system. All registered concerns are given a reference number to allow for the caller to access responses posted on the Compliance Line site by the compliance team, thus maintaining the anonymity of the caller. Annual reports are taken from the reporting and submitted to the KONE Global Compliance Committee. The effectiveness of this reporting tool has been realised due to steady increase of cases reported per year, clearly demonstrating a positive willingness by employees to use this way of communication.

Our People & Communications department provides all new starters with a "new starter's pack" which includes detail of the Code of Conduct policy and the KONE Compliance Line, together with an invitation to attend a KONE induction course. This is an obligatory course which is given to all new starters, to capture all permanent employees as well as temporary employees on fixed contracts. The induction course formally introduces the employee to KONE and the KONE policies. The course will cover the content of the starter's pack in more detail and provide a greater depth of understanding on our policies.

KONE People & Communications also works closely with our Procurement team to confirm that employment agencies have committed to the KONE Supplier Code of Conduct before seeking assistance to place employees in employment with KONE.

We fully understand that KONE must play its part in combatting modern slavery effectively, and that this requires full traceability, increased transparency and collaboration, because we believe collaboration with others can effect change.

This Statement has been approved by our Board of Directors, who will review and update it as necessary on an annual basis. This statement is made pursuant to

Section 54(1) of the Modern Slavery Act 2015.

A handwritten signature in blue ink that reads "B. Albert".

Tebogo Brenda Albert  
Head of Legal  
KONE Plc  
10<sup>th</sup> June, 2024