

## Corporate Due Diligence statement, Doro Group

Doro supplies consumer products specifically adapted to seniors and other users with special needs. The company has employees in Europe and in Hong Kong.

This statement covers entire Doro Group and applies to:

- Loi de vigilance, Vigilance Law, France
- Lieferkettensorgfaltspflichtengesetz, Supply Chain Act, Germany
- Åpenhetsloven, The Norwegian Transparency Act, Norway
- Modern Slavery Act, UK

## Supply chain

Doro considers the risk for forced labour, modern slavery and human trafficking in its own business as very limited but are aware of the risks in the supply chain. Risks are reviewed at least on annual basis and in addition if received reports or other indications of actual or potential issues. Doro primarily buys products in China and services in Asia and Europe. Doro has few direct suppliers of products, and these suppliers are used also by other European and US technology companies. The main risks for forced labour, modern slavery and human trafficking are therefore believed to be found further down the supply chain.

Doro works continuously to find ways to minimise risks in the supply chain. Our CSR policy for suppliers is included in all new as well as in all renegotiated contract. The CSR policy includes requirements on Labour Practices including freely chosen employment, prohibition of child labour, fair working hours and wages, non-discrimination, humane treatment, freedom of association and health and safety standards. The CSR Policy includes requirements of general ethical conduct, environmental standards and to have a management system to ensure continuous compliance and improvement. The CSR policy reference core UN conventions and ILO standards. The CSR policy includes information about our Whistleblower channel.

In the Doro CSR policy, we also explicitly state that our suppliers are to place similar requirements on their subcontractors. If a Doro supplier is found not to comply with the Doro CSR Policy requirements, Doro will as far as possible encourage and push the supplier to improvements by assisting the supplier in complying with the CSR requirements. Serious violations on behalf of a supplier as well as reluctance to cooperate can affect the relationship with the supplier and the supplier's possibility for future business with Doro.

Relevant suppliers are audited by third party auditors arranged by Doro's Quality team to ensure compliance with the Doro requirements in the CSR policy. Intervals for these audits are risk based where key suppliers are audited each year.

## Internal awareness

The policies governing Doro's approach to the identification of modern slavery, and the steps to be taken to prevent slavery and human trafficking are:

- Doro Business ethics
- Doro CSR policy for suppliers
- Doro Whistleblowing policy

All employees receive annual training regarding Business ethics and whistleblower channel. All employees sales, marketing or other customer facing positions as well as everyone involved in purchase decisions receives annual training on anti-corruption.

## Effectiveness

In last 3 years there has been no Whistleblower reports or serious human rights issues found in supplier audits.

Approved by Doro Board of Directors on 02 April, 2025