

Document / Subject				
5.5 Modern Slavery Act				
Issued by	Approved by	Approval date	Doc number	Page no.
Director HR	Board of Directors	2026-06-18	5.5	1 (4)

Modern Slavery Statement

Short description:

The purpose of the Modern Slavery Statement is to inform the Company's associates (employees, consultants and temporary workers) and service providers of its attitude towards slavery and human trafficking. The overall objective is to ensure that the Company's business is conducted morally, ethically, in a socially responsible way, and in compliance with all applicable laws and regulations regarding slavery and human trafficking.

The Modern Slavery Statement shall be revised annually and approved by the Group Management Team.

Revision	Revision date	Author	Policy owner
1.1	2021-05-16	Michael Hedström	Group Head of Procurement
1.2	2025-04-02	Maria Dillner	Director HR
1.3	2026-05-12	Helene Hasselskog	Group HR Director
1.4			
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5.4. Modern Slavery Act	2(4)	2020-05-16
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This represents Cary Group's statement on anti-slavery and human trafficking according to Modern Slavery Act 2015 (section 54). As a company, we have a zero-tolerance to modern slavery and are committed to preventing slavery and human trafficking in any area of our business or supply chain. It applies to all persons working directly for us or indirectly on our behalf and in any capacity including directors, managers, technicians, supervisors, administrative staff, agency workers and subcontractors including suppliers.

1. About Cary Group and our supply chains

Cary Group offers car care solutions with businesses in Sweden, Denmark, Norway, Germany, Spain, Portugal, France, Belgium and the UK, specializing in vehicle glass repair and replacement, with a complementary offering in auto body repair and SMART repair in the Nordics (Small to Medium Area Repair Techniques). Cary Group uses advanced technology and service offers for all types of cars and brands. As a company we are committed to creating an excellent experience and we believe in making a difference. Our supply chains include the sourcing of replacement car, commercial and specialist vehicle glass and associated installation materials globally.

2. Risk Assessment

Cary Group works actively to minimize identified risks in the supply chain. This is done through risk assessments of new supplier based on potential sustainability risks that may occur in the supplier's business environment. Our suppliers sign the Cary Group's Supplier Code of Conduct which defines our expectations on our suppliers with regards to e.g. Human rights.

3. Our policies on anti-slavery & human trafficking

Cary Group operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Code of Conduct – Our code encourages associates to do the right thing by clearly stating what is expected of them when representing Cary Group including the ethical behaviour
- Supplier Code of Conduct – Our Supplier Code expresses our expectations of our suppliers including respect for human rights and working conditions. Through the supplier code, the supplier undertakes not to participate in our support the use of child labour, allow or benefit from any form of forced labour or work linked to punishment. The principles in the supplier code are based on the UN Global Compact. All our suppliers shall adhere to the supplier code of conduct which also includes requirements that products and services delivered to companies within Cary Group must be produced in accordance with UN Universal declaration of human rights, ILO core conventions, all work-related health and safety legislation, and environmental legislation in the production country,
- Purchasing Policy – Our Purchasing Policy describes Cary Groups way of strengthening our competitiveness, reducing operational costs and mitigating risks by establishing a well-structured

purchasing structure as well as taking advantage of best practices achieved within the supply chain, in order to create a long-term profitable and sustainable business.

Cary Group encourage all associates, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We have a whistle-blower function that any member of staff can notify their immediate manager or use the anonymous service as soon as possible if they believe or suspect that a conflict with this statement has occurred or may occur in the future thus to ensure any issues or suspicion of a breach of the Modern Slavery Act in any part of our business or the supply chains of any supplier tier at the earliest possible stage.

4. Supplier adherence to our values

Cary Group evaluates all our suppliers on clear and fair policies without bias or favouritism and furthermore expects that our suppliers will hold their own suppliers to the same high standard. Through regular supplier audits, questionnaires and reviews dealings with suppliers will be monitored to ensure compliance with anti-slavery measures.

5. Training

All Cary Group associates are required to participate in mandatory training programs designed to enhance their understanding of our organizational values and ethical standards. This training includes, but is not limited to, an in-depth review of the group's Code of Conduct, which outlines the expected behaviours and responsibilities of all employees. The training is connected to, but is not limited to slavery, human rights & discrimination. We expect that all suppliers and other third parties with whom we have dealings will act similarly.

6. Continued work

Cary Group's continued work with anti-slavery and human trafficking will continue and include:

- Improved Risk Assessment Process
- Training of our staff in order to increase education and awareness of modern slavery