



## Visma's statement on modern slavery and human trafficking

### **Introduction**

This statement establishes Visma's actions to identify and eliminate all potential modern slavery and human trafficking risks related to our business and supply chains.

The Visma Group operates across 21 countries, mainly in Northern Europe, with headquarters in Oslo, Norway. We provide solutions that keep our customers one step ahead of their competition. In optimising for efficiency, the goal posts constantly move. There will always be parts of an operation that can perform more efficiently—or automated altogether. At Visma, we aim to provide solutions and software that turn our customers' business and administrative processes into competitive advantages. That means offering world-leading solutions today, as well as tapping into the opportunities tomorrow's technology offers.

Visma does not tolerate any violations of human rights among our suppliers, partners, customers, or other stakeholders, and we are committed to conducting our business ethically and with integrity. Based on the nature of our business as a professional software provider, we consider the risks of modern slavery and human trafficking in our value chain to be low. We comply with all applicable employment legislation, including employee pay and working conditions in the countries where we are present. We invest heavily in supporting the health and wellbeing of our staff.

### **Relevant policies**

The organisation adheres to the following policies in order to identify any risks of modern slavery and human trafficking, and prevent them from occurring in operations. The policies can be found [here](#).

#### **Code of conduct:**

Visma's code makes clear to employees the actions and behaviour expected of them when representing the organisation. This includes maintaining the highest standards of employee conduct and ethical behaviour when operating locally and abroad as well as when interfacing with customers and suppliers.

#### **Supplier Code of conduct:**

Visma expects that suppliers do not use forced, bonded or compulsory labor. All workers shall be employed on a voluntary basis, free from any threat of violence, threats of criminal penalty, and restrictions on freedom of movement. Employees must not be required to lodge deposits, money or personal papers with their employer, and all employees shall have the right to leave their employment after reasonable notice.

Visma encourages all its employees, customers and other business partners to report any concerns related to the direct activities or supply chains of the organisation. This includes

any circumstances that may give rise to an increased risk of slavery or human trafficking. Our whistleblowing procedure provides a simple process for employees to make disclosures and notifications, without fear of retaliation. External stakeholders are asked to report any concerns to [sustainability@visma.com](mailto:sustainability@visma.com).

### **Corporate Governance Policy:**

Visma's Board of Directors is committed to the principles of good corporate governance in order to build trust and contribute to long-term value creation for the benefit of customers, shareholders, employees and other stakeholders. The purpose of these principles is to ensure an appropriate division of roles between shareholders, the Board of Directors and the executive management, more comprehensively than is required by legislation. The principles for good corporate governance at Visma are based on the Norwegian Code of Practice for Corporate Governance, issued by the Norwegian Corporate Governance Board (NCGB).

### **Visma's Sustainability Policy:**

Visma's Sustainability Policy defines, among other things, how everyone at Visma is responsible for taking adequate measures for the prevention and mitigation of human rights issues. Everyone at Visma shall avoid causing or contributing to adverse human rights impacts linked to our operations, both directly or indirectly through Visma's business relationships.

### **Due diligence and monitoring risk**

At Visma, we aim to select reliable, well-known, world-class vendors, and the organisation undertakes due diligence when evaluating agreements with new suppliers, and regularly reviews its existing suppliers. For selected suppliers, this includes assessing risks related to modern slavery and human trafficking.

### **Training and awareness**

We currently do not have training programs specifically related to modern slavery or human trafficking, but will consider doing so if we go into new markets with higher risk. We believe our Code of Conduct, which is broadly distributed and part of every employee's agreement, is sufficient to address these risks. We also raise awareness in the Group via communications on the company's Intranet platform. We supplement these with emails to Managing Directors, who have the local responsibility to implement good behaviour according to Visma's corporate policies.

## Approval

This statement has been approved by Visma's Corporate Management, Legal Director, and the Visma Group's Sustainability Manager, who will review and update it annually.



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20-04-2021



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20-04-2021



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