

# Modern Slavery Statement

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(The Company)

## INTRODUCTION

This statement sets out the actions taken by The Company and relevant affiliates (the “Group” or “group.one”) to understand the potential modern slavery risks related to its business and to put in place steps aimed at ensuring that there is no slavery or human trafficking in its business and the supply chain. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group’s slavery and human trafficking statement for the financial year ended 30 September 2024.

## OUR COMMITMENT AND EXPECTATIONS

At group.one, our commitment to sustainability is driven by a responsibility to create positive impacts across environmental, social, and governance dimensions. Recognising that modern slavery is a critical global challenge, we are dedicated to ensuring ethical practices within our operations and value chain contributing to a fairer and equitable world.

Our commitment to combatting modern slavery (and wider sustainability topics) is underpinned by a proactive approach, ensuring activities are thoughtfully planned and executed, as applicable, when material risks and opportunities are identified. This commitment is further reinforced by our status as a signatory of the **United Nations Global Compact (UNGC)** and its **Ten Principles**, including those focused on human rights, labour standards, and the elimination of forced and compulsory labour. By integrating the UNGC principles into our policies and practices, we demonstrate our dedication to combating modern slavery and fostering ethical standards across our value chain. This alignment not only substantiates our efforts to mitigate risks but also reflects our broader commitment to mitigating human rights risks and capitalizing in sustainable long-term value creation.

## OUR BUSINESS

group.one is a leading European internet solutions provider, delivering domain management, hosting, and marketing and other SaaS services. The Group operates as a trusted partner to millions of customers globally with a team of over 1,500 professionals combining expertise with a commitment to sustainable digital services and ethical business practices.

## **OUR APPROACH TO PREVENTING MODERN SLAVERY**

We performed a double materiality assessment to understand sustainability impacts, risks and opportunities, including modern slavery and other human rights concerns/topics. Additionally, we regularly review our existing compliance and risk management processes, following the guidance of the Modern Slavery Act in 2015 to determine the suitability of our existing approach and what further measures may be required to address the risk of slavery and human trafficking taking place in any part of our businesses or in our supply chains.

As a result of these activities presented above, the Group has:

- Limited direct risks of modern slavery in the Group's operations, by employing highly skilled and trained personnel in Europe (mainly), and Middle East and Asia.
- Limited indirect risks, as suppliers to the Group are mainly based on highly skilled and educated personnel and the supplies are primarily service-based and intangible and not labour-intensive.
- Identified major suppliers where we will be investigating their policy on modern slavery and if necessary, they will be providing us with further information. We comply with all local rules and regulations. When possible, we strive to build long lasting relationships with suppliers, and we seek to use well-known and renowned brands and companies. If an issue is identified with a supplier, we will work with them to prepare a corrective action plan and resolve all violations within an agreed timeline. We reserve the right to terminate our relationship with individuals and organizations in our supply chain if they breach this policy.
- No knowledge of any instances or indications of modern slavery in the last 2 years.

Therefore, we deem the risk of modern slavery within our direct operations (our employees) and indirect operations (supply chain) low. Nonetheless, as applicable, the Group investigated and implements remediation actions, as needed, if concerns are observed during business activities or raised through the whistleblower channel.

## **TRAINING AND AWARENESS**

Internally our policy and approach to modern slavery will be integrated in our ethical guidelines and in supplier due diligence when deemed applicable based on a risk assessment.

Employees are encouraged to raise any concerns about suspected modern slavery associated with the Group or our suppliers and should do this either through their working environment representative, any manager, a member of the board or through our whistleblowing-framework.

## **RESPONSIBILITY FOR THE POLICY**

Modern Slavery, and all other Sustainability matters, follow the Group's structured sustainability corporate governance:



The Board of Directors of group.one's parent company is responsible for oversight of sustainability impacts, risks, and opportunities with support from the Audit and Remuneration Committees. Our Chief Executive Officer is responsible for sustainability issues at the Board level and holds executive responsibility. The Chief People Officer, reporting to the Chief Executive Officer, holds operational responsibility for our sustainability and HR guidelines and policies with the support of the ESG Director.

This Modern Slavery Statement is approved by the Board of Directors of one.com Group AB June 12, 2025, for and on behalf of relevant affiliates within the Group.