Milestone Systems Modern Slavery Statement

This statement sets out Milestone Systems' reporting pursuant to the UK Modern Slavery Act 2015 (MSA) for the financial year 2023 (FY 2023). It details our processes and plans to identify and mitigate modern slavery risks, including human trafficking, debt bondage, indentured servitude, poor working conditions and the worst forms of child labor, in our global value and supply chains.

Organization structure and supply chains

Milestone Systems is a Danish software company which develops and markets modern video technology applications. Our core product XProtect is used globally, across all sectors and industries, by small, medium-sized and multi-national businesses, in security and beyond.
Milestone Systems is a wholly owned subsidiary of the Canon Group. Canon's reporting under the MSA can be accessed here.
Milestone has a global presence, with headquarters in Denmark and legal entities in 25 countries, including in the US, Singapore and a branch office in the UK.

Policies in relation to slavery and human trafficking

Milestone's Human Rights Policy sets out our commitment to respect human rights in the course of doing business. We commit to undertake adequate and proportionate human rights due diligence of our business relationships, products and services globally and to ensure access to remedy where human rights impacts occur.

In 2023, we introduced our Responsible Technology Principles of Accountability, Transparency, Fairness and Inclusion, Transparency and Security. These principles guide the way in which our products are developed, sold and used.

Due diligence processes

In 2023, not least through our strategic, business-wide Responsible Technology Initiative, we took further steps to codify our commitment to Responsible Technology through updates to our corporate governance framework, human rights workshops with a wide range of stakeholders, including senior management, the introduction of ESG standards to hardware procurement processes and investment in additional resourcing for internal training.

Risk assessment and management

Milestone predominantly employs a highly-skilled, white-collar workforce in OECD or other developed countries. We have assessed that our most significant risk exposure towards forced labor, indentured servitude, modern slavery and poor working conditions lies within the facility management, transport and logistics and data harvesting and annotation tiers of our global supply chain.

In FY 2023, a pilot due diligence process focusing on selected data and technology suppliers was developed. An area of focus included working conditions in our supply chain. We plan to build on these learnings and expand or social risk management framework in the future.

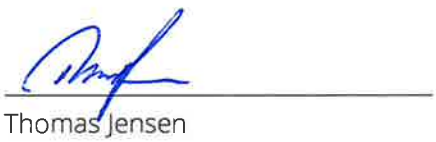
Key performance indicators to measure effectiveness of steps being taken

In FY 2023, Milestone reported on employee well-being and human rights risks as part of our annual reporting.

Training on modern slavery and trafficking

We did not conduct any modern slavery training in the FY 2023.

This statement was approved by Milestone's Board of Directors on 20 June 2024.



Thomas Jensen
Chief Executive Officer