

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 2022 (FY 2022). 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 labour, in our global value and supply chains.

Organisation 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 more than 20 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.

Due diligence processes

In FY 2022, we piloted human rights due diligence in our onboarding of technology partners on a key project. This process included evaluating the risk of forced labour and poor working conditions in a section of first-tier suppliers of technology services and data input.

Under our Responsible Technology Initiative, we also trialed end-use due diligence in a high-risk market in 2022, working across our ESG, Legal, Compliance, IT, Data and Sales functions to identify human rights risks and impacts of our presence in this market.

In 2023, we have evaluated and documented our learnings, which were presented to a decision board of executive and senior management. We now plan to significantly build and expand on this work.

Risk assessment and management

We expanded our Legal, Compliance and Risk Management team in the FY 2022 to include ESG (environmental, social and governance) capacity, also in increasing recognition of the social risks inherent also in our business model and global supply chains.

Milestone predominantly employs a highly-skilled, white-collar workforce in OECD or other developed countries. In FY 2022, we took steps to identify that our most significant risk exposure towards forced labour, 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. We now plan to address these risks in a Responsible Sourcing Framework.

Key performance indicators to measure effectiveness of steps being taken

In FY 2022, Milestone adopted a double-materiality approach to sustainability, responsible business conduct and human rights risk, with basis in our ESG work and strategy.

This work included assessing the materiality of key sustainability risks relevant to our business specifically and our industry more widely. Responsible artificial intelligence (AI), including responsible data procurement and working conditions, and human rights due diligence were both identified as highly material issues, not least from a value chain perspective.

Training on modern slavery and trafficking

We did not conduct any modern slavery training in the FY 2022.

This statement was approved by Milestone's Board of Directors on 23rd March 2023.



Thomas Jensen
Chief Executive Officer