

## ODEVO UK LIMITED MODERN SLAVERY STATEMENT 2024



### OVERVIEW OF THE ODEVO GROUP AND COMMITMENT TO MODERN SLAVERY LAWS

Several property management and residential services leading companies, with a long history of high-quality service, joined forces to form the Odevo Group (“Odevo”). As of today, Odevo includes companies distributed across the globe in Finland, Sweden, the UK and the US. Odevo UK Limited includes:

- R&R Residential Management Ltd
- Premier Estates Limited
- Ottimo Property Services Limited
- Vegner Group Limited
- Pinnacle Property Management Ltd
- Trinity Property Group Limited
- Highline Solicitors Limited
- Alexander Bonhill Limited
- CoDwellers.com Ltd

Odevo has become a leading international player and, as we expand globally, we hope to be an inspiration to others in the industry.

Odevo is committed to conducting business with the highest standards of ethics, integrity, and social responsibility and has a zero-tolerance approach to modern slavery and human trafficking.

This is our first Modern Slavery Statement.

### RESPONSIBILITY

The group CEO is responsible for this Modern Slavery Statement and the senior leadership teams, within each company, are accountable for compliance with Modern Slavery Laws in the jurisdictions in which we operate. In addition to measures already introduced, Odevo will seek opportunities to strengthen initiatives to prevent modern slavery and human trafficking as our growth continues.

Odevo will make this Modern Slavery Statement available, to all interested parties, by publishing it on the Odevo UK Limited company websites. It will be reviewed annually.



## SUPPLY CHAINS

Odevo adopted a Supplier Code of Conduct which applies to all suppliers, regardless of location, and covers all subsidiaries, including those in Sweden, Finland, the UK, and the US.

The Supplier Code of conduct outlines the expectations we have for our suppliers who provide office services and property management services to our group.

Included in the Supplier code of Conduct are requirements to comply with laws and regulations, observe ethical business practices and avoid exploitative and abusive behaviours relating to child labour, forced labour, unreasonable working hours and discrimination.

Suppliers are required to acknowledge their commitment to adhere to the Supplier Code of Conduct when entering into a business relationship with Odevo. Furthermore, Odevo reserves the right to monitor and assess suppliers' compliance with the Supplier Code of Conduct.

Failure to comply with the Supplier Code of Conduct may result in corrective actions, including termination of the business relationship with Odevo.

## REPORTING OF ACTUAL OR POTENTIAL VIOLATIONS OF MODERN SLAVERY LAWS

Odevo introduced a Whistleblowing Policy to encourage employees, suppliers, contractors and other parties to report concerns about unethical, illegal, or improper conduct within the organization without fear of retaliation.

The whistleblowing service is provided by an external partner to ensure anonymity and channels have been set up to support global and/or local reporting.

## TRAINING

Training on Human Trafficking and Modern Slavery Laws is currently being developed. Training will be mandatory for all staff and will be designed to enable them to:

- recognise the signs of modern slavery, and
- how to report it

## ACTIONS DURING 2024

- Odevo adopted and are implementing a group-wide Code of Conduct and a Supplier Code of Conduct.
- Odevo is also completing the Double Materiality Assessment, as a part of the CSRD preparations, during which we assess the materiality of human rights, to Odevo, from both a financial and an impact perspective. The assessment covers our own operations as well as our value chain.

## APPROVAL

This statement was approved by the Board of Odevo on 22/10/2024 and the Board of Odevo UK Limited on 19/11/2024

## WHISTLE-BLOWING LINK

You can use the Odevo UK whistle-blowing link to report something in confidence: <https://report.whistleb.com/en/odevouk>.