

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for F-Secure Group.**

## **Introduction**

At F-Secure, we exist to build trust in society and to keep people and businesses safe. We are committed to combatting slavery and human trafficking. To ensure that slavery and human trafficking have no place whatsoever in our business, we protect and promote human rights while complying with all domestic and international trade regulations and requirements.

The UK Modern Slavery Act requires our business to disclose our efforts we have taken to ensure that our business operations and supply chain are free from slavery and human trafficking.

## **Organisation's structure**

We are a producer of a wide range of IT security products and a provider of information security consultancy services. We recruit the best minds in the industry while keeping a relentless focus on growing the next generation of cyber security pros. Our experts continually disrupt the industry. Their research-led approach, victories at professional hacking contests, and talks at conferences win respect around the globe.

The parent company is F-Secure Oyj, listed on NASDAQ OMX (Helsinki), with its head office in Finland. At the end of 2019, the Group had over 1,700 employees worldwide, operating from nearly 30 offices in 21 countries across Africa, the Americas, the Asia-Pacific region, and Europe. The Group has a global annual turnover of over €200 million. Our business in the United Kingdom comes from local legal entities, F-Secure Cyber Security Limited and F-Secure UK Limited, and may include sales from other overseas entities into the United Kingdom. For further information on our governance structure, please see here: <https://www.f-secure.com/en/investors/governance> (as updated from time to time).

## **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains, employment practises, or in any part of our business. The guidance available to our employees reflects our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing effective controls that ensure slavery and human trafficking is not taking place in our supply chains.

The F-Secure Code of Conduct makes it clear that we comply with trade laws that impact our operations, including export control and international sanctions regulations. We are careful with the use of cybersecurity tools and methods we use as part of our services to ensure that they do not end up in the hands of hostile actors. We are transparent in our operations, and we cooperate with authorities to ensure compliance with regulations in the jurisdictions where we operate.

We honor internationally recognised human rights standards, including the right to freedom of opinion and expression, as well as the right to freedom of conscience and religion. We fight to protect people's digital lives and, among other things, help schools, hospitals, and even cities to create safe networks. We actively ensure safe and healthy working conditions and we do not tolerate any use of child labor, any form of forced labor, or any other human rights violations.

## **Our supply chains**

All of our products are produced and all of our services are provided by our employees and officers, all of whom are professionally and legitimately employed within the scope of the conventional legal frameworks of states founded upon liberal and democratic values. In cases in which we utilize resellers or other third-party partners to deliver our products and services, we ensure that they are reputable organizations from countries with analogous legal systems dedicated to the same values.

As part of our initiative to identify and mitigate risk we endeavour to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Our Human Resources and Finance & Legal departments have established necessary processes and policies to reach compliance with supply chain and anti-slavery commitments.