

Elekta Modern Slavery and Human Trafficking Statement

This is the Elekta Limited modern slavery and human trafficking statement for the financial year ending 30 April 2018 pursuant to section 54 of the Modern Slavery Act 2015. It has been approved by the board of directors.

Statement from MD Elekta Ltd:

"We are strongly committed to human rights and employees' rights and are supportive of the UK Government's objective of eradicating modern slavery and human trafficking, and will play our part in the furtherance of this objective. We require the same from all our business partners, including suppliers and contractors. This statement describes the steps we have already taken and propose to take going forward to help ensure modern slavery and human trafficking does not occur in our supply chain or business. We intend to build on our policy and processes in the coming years as we work to deliver on our commitment and implement the steps described below."

Our business, structure and supply chains

Elekta is a human care business pioneering significant innovation and clinical solutions for treating cancer and brain disorders. We develop state-of-the-art tools and treatment planning systems for radiation therapy including brachytherapy and radiosurgery, as well as workflow enhancing software systems across the spectrum of cancer care. Stretching the boundaries of science and technology, providing intelligent and resource-efficient solutions that offer confidence to both health care providers and patients, Elekta aims to improve, prolong and save patient lives.

Elekta's solutions in oncology and neurosurgery are used by over 6,000 customers worldwide. Elekta employs about 3,700 employees spread globally across 28 countries. Elekta's manufacturing is located to eight supply centers in US, China and Europe. The corporate headquarters are located in Stockholm, Sweden, and the parent company, Elekta AB is listed on NASDAQ Stockholm. Elekta Limited is a wholly owned subsidiary of Elekta AB and is predominantly responsible for Elekta's Linac Portfolio, UK sales and services and management control of EMEA sales and services and the Distributor network for the Linac portfolio.

Elekta has a global base of more than 600 active suppliers to the Group's manufacturing processes. Measured by value Suppliers in Asia account for about 19 percent (the majority located in China) with suppliers in Europe contributing around 66 percent and North America the remaining 15 percent by value

Further details on Elekta can be found at <https://www.elekta.com/investors/elekta-in-brief/index.php>

The parts of Elekta's supply chains where there is a risk of slavery and human trafficking taking place are predominantly in extraction of metals and minerals and in transportation. The manufacturing stage of our supply chain is also at risk.

As part of the new Sustainable Sourcing Program we will aim at mapping our supply chain and identifying actors further upstream from our direct suppliers. Risks of slavery and human trafficking are more likely further upstream and we therefore engage our direct suppliers in requiring their sub-suppliers to adhere to the same standards.

Our policy on modern slavery and human trafficking

Our commitment to human rights is set out in the Elekta Code of Conduct, which is applicable to everyone working for and on behalf of Elekta; employees, consultants, controlled companies as well as suppliers and business partners. The Code of Conduct is available at <https://www.elekta.com/company/corporate-citizenship/#code-of-conduct>. The Code of Conduct prohibits any form of forced, compulsory or child labor and proclaims the right to fair wages including time to rest, overtime compensation and holidays.

During late 2017 we implemented a new Sustainable Sourcing Program and developed a new Supplier Code of Conduct setting specific requirements on Elekta suppliers. The Supplier Code of Conduct is based on internationally proclaimed human rights enshrined in the Bill of Human Rights, as well as fundamental rights at work and international labor standards enshrined in the ILO Core Conventions, including the prohibition of forced labor, modern slavery and human trafficking. The Supplier Code of Conduct is being made available during 2018 to all current suppliers and included in contracts with all new suppliers moving forward. Under the Supplier Code of Conduct all Elekta suppliers are required to set the same requirements for their suppliers.

We will ensure consistent messaging of these policies is distributed throughout our business and management at all levels, and our supply chains.

Due diligence process

As part of the Sustainable Sourcing Program Elekta has implemented a robust due diligence procedure in order to identify and mitigate modern slavery and human trafficking risks in our business and our supply chain.

The due diligence procedure is an ongoing process, with initial focus on direct material suppliers. Moving forward, we have an ambition to implement the Sustainable Sourcing Program further upstream in the supply chain. Based on factors such as location in high-risk countries, internal and external risk assessments and materials sourced for the products, suppliers will be selected for on-site audits based on the requirements in the Supplier Code of Conduct. Suppliers with identified non-conformities from audits will receive corrective action plans with time frames for follow up depending on the severity of the non-conformity.

In order to effectively implement the Sustainable Sourcing Program throughout our organization and our supply chain, we have established a dedicated team comprised of representatives from the following group functions:

- Sustainability
- Procurement
- Legal and Compliance
- Human Resources
- SQA

Due to the program being currently implemented, we do not yet have any results to communicate. Our aim is to cover as many as possible of our direct material suppliers during 2018 and communicate results in Elekta's Modern Slavery and Human Trafficking Statement for 2019. We will then also be able to evaluate the effectiveness of measures and actions taken.

Training

To ensure that our staff understand and can identify modern slavery and human trafficking risks in our supply chain and business, we have developed and provided appropriate training with for relevant procurement functions in all our regions during 2018.

Our staff is informed about the government's 24-hour modern slavery public telephone helpline (0800 0121 700)

Managing Director, Elekta Limited

Date: 14/02/2019

A handwritten signature in black ink, appearing to be 'S. H.', written over a vertical line.