

Glamox Group Modern Slavery Statement for 2023

Introduction

Business ethics is a core value for Glamox, and we are committed to conducting business responsibly, oppose modern slavery in all its forms, and are committed to ensure that there is no slavery or human trafficking in our operations and our supply chain. All procurement activities are carried out with clear expectations and requirements to our suppliers. Glamox expects all suppliers to commit to our Responsible Business Partner Policy and contractual clauses with particular focus on child or compulsory labor, human trafficking, slavery and any behavior that does not maintain human dignity and respect.

This Modern Slavery Statement intends to provide details of the steps we have taken as a business during the last financial year towards ensuring that slavery and human trafficking are not taking place in our organization or in our supply chain.

This statement is made in adherence of section 54 (1) of the Modern Slavery Act 2015, and constitutes Glamox' slavery and human trafficking statement for the financial year ending 31 December 2023.

About Glamox

Glamox is an industrial group that develops, manufactures and distributes professional lighting solutions for the global market. Glamox is a leading supplier to the world's marine and offshore markets, and a leading supplier to the professional building market in Europe.

The group is headed by Glamox AS, a Norwegian limited liability company registered in Molde with its headquarter based in Oslo, Norway. Glamox is a global organization with 2,000 employees, and sales and production in several European countries, as well as in Asia and North America. The group's operations are divided between three divisions: Professional Building Solutions, Marine, Offshore and Wind and Sourcing, Production and Logistic.

Relevant Policies

Glamox and its employees are committed to act ethically, with integrity and transparency, in all business relations and dealings. Glamox is constantly working to ensure that effective systems and controlling mechanisms are in place to prevent unethical business conduct.

Glamox' Code of Conduct supports and respects the protection of internationally proclaimed human rights and we strive to ensure that we are not complicit in human rights abuses. Glamox' Code of Conduct was updated in 2023 and Glamox' employees have received comprehensive training to increase awareness and understanding. This training is an ongoing process and will continue in the following years.

Glamox operates a Responsible Business Partner Policy, which defines expectations to third parties, including our suppliers. A key policy principle is that Glamox will not tolerate its business partners' or their supply chains' use of child or compulsory labor, human trafficking, slavery and any behavior that does not maintain human dignity and respect. The Responsible Business Partner Policy will be updated in 2024.

Glamox puts attention on creating an open working environment, which allows employees and third parties to raise concerns regarding serious wrongdoing. Glamox Whistleblowing Policy has been effective since 2022. One of the channels for reporting is an external web based solution, Glamox whistleblowing channel which allows employees and third parties to anonymously report wrongdoing, such as serious irregularities concerning breaches or suspected breaches of laws, regulations or Glamox Code of Conduct affecting people, our organization, the society, or the environment. This includes violations of human and labor rights such as the right to freedom of association, recognition of the right to collective bargaining, as well as occurrences of forced, compulsory and child labor.

Glamox believes equality and fairness for all employees are important. We do not tolerate discrimination on grounds of gender, marital status, civil partnership status, pregnancy, race, ethnic origin, color, nationality, national origin, disability, sexual orientation, religion or belief, or age. All employees shall be treated with dignity and respect, and free from harassment, intimidation or other forms of bullying at work. The employees are free to join or form unions within the laws and regulations of each country, and to let them represent them in negotiations. Glamox adopted its Diversity, Equity & Inclusion Policy in 2024 and all relevant employees will receive training.

Risk assessment

Glamox have assessed that the biggest potential risk of human and labor rights violations lies within our supply chain. As a tool to manage sustainability, human and labor rights due diligences Glamox uses Integrity Next for screening and monitoring of its suppliers. The tool enables Glamox to identify potential human and labor rights red flags and supports the effort to mitigate inherent risks.

Responsible Supply Chain

By the end of 2023, Glamox has assessed its most critical suppliers within various commodities using the Integrity Next platform. 926 different suppliers have been evaluated according to established rules on human right due diligence process as well as the most important ESG factors.

In addition to the utilization of the Integrity Next portal, Glamox conducts supplier audits either on site or remotely. The auditing process is a continuous process performed on a regular basis.

Glamox' procurement team has successfully completed ESG in Supply Chain Management training conducted by external provider.

To date Glamox has not identified any adverse human or labor rights impact within its supply chain that requires mitigating actions.

Glamox will continue its efforts and focus on human and labor rights. We appreciate feedback from our stakeholders, please contact us at compliance@glamox.com in case of any comments or questions.

Board Approval

This statement was approved on the 23th of April 2024 by the board of Glamox AS, who will review and update it annually.