

Schüco Group

Anti-Slavery and Human Trafficking Statement

UK Modern Slavery Act 2015, declaration of the principles and guidelines of Schüco Group for the business year 2023

1. Opening Statement from Group Management Board

Schüco International KG and all its subsidiaries are committed to preventing acts of modern slavery and human trafficking from occurring within their business and supply chain and impose the same high standards on their suppliers. Andreas Engelhardt, General Partner and CEO of Schüco International KG, and his fellow members of the Group Management Board are committed to ensuring there is no slavery or trafficking within the supply chain.

2. Structure of the Organisation

Based in Bielefeld, Schüco International KG as parent company develops and sells system solutions for windows, doors and façades. With approx. 6800 employees worldwide, Schüco Group strives to be the industry leader in terms of technology and service both now and in the future. In addition to innovative products for residential and commercial buildings, the building envelope specialist offers consultation and digital solutions for all phases of a building project – from the initial idea through to design, fabrication and installation. Schüco works with approx. 10,000 fabricators and 30,000 architectural practices, as well as construction professionals who commission buildings around the world. Founded in 1951, the Schüco Group is now active in more than 80 countries and achieved a turnover of 2,28 billion euros in 2022. For more information, visit www.schueco.com.

In order to fulfil our business commitments we work with a range of suppliers and fabricators.

In the UK, the Schüco Group is represented by its subsidiary Schueco UK Ltd. Schueco UK Ltd has also committed to the following principles and measures for ensuring compliance with due diligence requirements in connection with human rights. Schueco UK Ltd. undertakes to fulfil the obligations that are incumbent upon it within the framework of the UK Modern Slavery Act 2015 and to therefore prevent all forms of modern slavery throughout the supply chain.

3. Policies

Throughout the Schüco Group several policies relevant to identifying and minimizing the risk that modern slavery could occur in the company or its supply chain were implemented. These policies include:

- Code of Conduct
- Supplier Code of Conduct
- Whistleblowing policy and procedure
- Anti-bribery policy
- Policy for purchase of services, capital goods and indirect material
- Policy for occupational health and safety
- Policy for fire regulation

4. Due diligence process

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, the following due diligence procedures were implemented throughout the Schüco Group:

- employees are encouraged and expected to report any concerns regarding slavery and human trafficking and management is expected to act upon them;
- risk assessments may be carried out for any part of the business or that of our suppliers which may be at risk from modern slavery so that the Group companies can focus their efforts on these areas;
- where appropriate, the Group companies may introduce suppliers pre-screening and self-reporting for their suppliers on safeguarding controls;
- where appropriate the Group companies may introduce contractual provisions for the suppliers to confirm their adherence to the Modern Slavery Act and accept the company's right to audit their activities both routinely and, at times, on reasonable suspicion.

Schüco's procedures are designed to:

- establish and assess areas of potential risk in their business and supply chains;
- monitor potential risk areas in their business and supply chains;
- reduce the risk of slavery and human trafficking occurring in their business and supply chains, and provide adequate protection for whistle-blowers.

5. Risk and compliance

Schüco Group regularly evaluates the nature and extent of its exposure to the risk of Modern Slavery occurring in its supply chain.

In general, the nature of our products and supply chain leads to a low risk of modern slavery occurring. Schüco Group has contractual relationships with reputable and properly managed companies.

Where there are globally sourced materials that may have a heightened risk, more detailed supplier assessments may be conducted. Schüco is committed to improving their supplier assessment process to reduce risks.

6. Training

Schüco's employees are aware of policies and procedures both through our new employees induction process and through regular updates and trainings via the Schüco Academy Learn platform.

7. Sign-Off

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Schüco Group's slavery and human trafficking statement for the financial year commencing 01.01.2023 to 31.12.2023.

Signatures: The document was signed in original by Schüco Group Management Board

A. Engelhardt

Managing Partner

Dr. W. Stadlbauer

Chief Operating Officer (COO)
Chief Technical Officer (CTO)

P. Neuhaus

Chief Financial Officer (CFO)