

Glamox Group Modern Slavery Statement for 2024

Introduction

At Glamox, business ethics are a fundamental value. We are dedicated to conducting business responsibly, opposing modern slavery in all its forms, and ensuring that there is no slavery or human trafficking in our operations and supply chain. All procurement activities are carried out with clear expectations and requirements for our suppliers. Glamox expects all suppliers to adhere to our Responsible Business Partner Policy and contractual clauses, with a particular focus on child or compulsory labor, human trafficking, slavery, and any behavior that does not uphold human dignity and respect.

This statement outlines the steps we have taken during the last financial year to ensure that slavery and human trafficking are not occurring in our organization or supply chain.

This statement is made in compliance with section 54 (1) of the Modern Slavery Act 2015 (MSA) and constitutes Glamox's slavery and human trafficking statement for the financial year ending 31 December 2024.

About Glamox

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

The Group is led by Glamox AS, a Norwegian limited liability company registered in Molde, with its headquarters in Oslo, Norway. Glamox Group is a global organization with 2,000 employees and sales and production facilities in several European countries, as well as in Asia and North America. Our operations are divided into three divisions: Professional Building Solutions, Marine, Offshore and Wind, and Sourcing, Production and Logistics.

Relevant Policies

Glamox and its employees are committed to acting ethically, with integrity and transparency, in all business relations and dealings. We continuously work to ensure that effective systems and control mechanisms are in place to prevent unethical business conduct.

Glamox's Code of Conduct updated in 2023 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 operates a Responsible Business Partner Policy, which defines expectations for third parties, including our suppliers. A key principle of this policy is that Glamox will not tolerate the use of child or compulsory labor, human trafficking, slavery, or any behavior that does not maintain human dignity and respect by its business partners or their supply chains. The Responsible Business Partner Policy is planned to be updated in 2025.

Glamox is committed to creating an open working environment that allows employees and third parties to raise concerns about serious wrongdoing. Our Whistleblowing Policy, effective since 2022, includes an external web-based solution, the Glamox whistleblowing channel, which allows employees and suppliers to anonymously report any type of violation, such as serious irregularities concerning breaches or suspected breaches of laws, regulations, or the Glamox Code of Conduct. This includes violations of human and labor rights, such as the right to freedom of association, recognition of the right to collective bargaining, and the prohibition of forced, compulsory, and child labor.

Glamox values equality and fairness for all employees. We do not tolerate discrimination based on gender, marital status, civil partnership status, pregnancy, race, ethnic origin, color, nationality, national origin, disability, sexual orientation, religion or belief, or age. All employees are to be treated with dignity and respect, free from harassment, intimidation, or other forms of bullying at work. Employees are free to join or form unions within the laws and regulations of each country and to have them represent them in negotiations. Glamox adopted its Diversity, Equity & Inclusion Policy in 2024, and relevant employees were enrolled in training available online, also for refresher trainings.

Risk Assessment

Glamox has assessed that the greatest potential risk of human and labor rights violations lies within our supply chain. To manage sustainability and human and labor rights due diligence, Glamox uses

IntegrityNext for screening and monitoring its suppliers. This tool enables us to identify potential human and labor rights red flags and supports our efforts to mitigate inherent risks.

Responsible Supply Chain

By the end of 2024, Glamox assessed its most critical suppliers across various commodities using the IntegrityNext platform. Approximately 97% of our direct spend suppliers were screened and evaluated according to established rules on human rights due diligence processes and key ESG factors. Monitoring via IntegrityNext is applied also to critical suppliers from the Indirect purchasing category, and by end of 2024 we have covered 88% of total purchasing volume. Out of the indirect supplier base, 147 suppliers were approached for full process. Tail suppliers, both in direct and indirect area, are screened based on country and industry risks. Glamox will continue its screening process for both direct and indirect suppliers using IntegrityNext. Tail suppliers are assessed by country and industry risk.

In addition to utilizing the IntegrityNext portal, Glamox conducts supplier audits either on-site or remotely. This auditing process is continuous and performed regularly.

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

Glamox is dedicated to ensuring that modern slavery has no place in our business or supply chains. We will continue to take proactive steps to identify, prevent, and address any instances of modern slavery. Our commitment to ethical business practices and human rights is unwavering, and we will work tirelessly to uphold these values.

We welcome feedback from our stakeholders. Please contact us at compliance@glamox.com with any comments or questions.

Board Approval

This statement was approved by the board of directors of Glamox AS on the 24th of April 2025.