

# SLAVERY AND HUMAN TRAFFICKING STATEMENT\*

Zumtobel Group is a listed company and a provider of lighting solutions. It is managed in two segments; Lighting (e.g. under the Thorn brand) and Components (brand name Tridonic). Corporate functions (such as Finance, Purchasing, IT) in the Austrian Headquarter support operational business activities.

Operations in the UK are predominantly carried out through Zumtobel Group AG subsidiaries ZG Lighting (UK) Ltd and Thorn Lighting Ltd.

Sustainable development has become a core element of Zumtobel Group's strategy and was underlined through voluntarily joining the UN Global Compact initiative.

Our current Code of Conduct reflects our commitment to adhering to ethical, social and ecological standards. In addition to other behavioral standards and as a general commitment we do not tolerate

- child labour or any other form of
- forced or compulsory labour,
- slavery or human trafficking.

Furthermore, we take care of occupational safety and health and promote the rights for freedom of association and the right to collective bargaining.

Through our Business Partner Code of Conduct this commitment is extended throughout our direct supplier base and their direct suppliers. New suppliers are requested to confirm adherence to this Code in writing. This requirement also applies to the existing supplier base where the acknowledgement happens within the framework of supplier audits and meetings. In the financial year 22 /23, no activities became known to us in our supply chain which indicate forced labour or human trafficking.

In the event that we should become aware of any such activities we would immediately take action against parties involved. These measures may, for example, involve a termination of contracts or claims for damages.

This statement was approved by the Board of Zumtobel Group AG and applies to those companies.



**Alfred Felder**

Chairman of the Executive Board &  
CEO, Zumtobel Group AG



**Bernard Motzko**

Member of the Executive Board &  
COO, Zumtobel Group AG



**Thomas Erath**

Member of the Executive Board &  
CFO, Zumtobel Group AG



**Marcus Frantz**

Member of the Executive Board &  
CDTO, Zumtobel Group AG

February 2023

\*Declaration according to section 54 of the Modern Slavery Act 2015