

INTERNORM WINDOWS UK LIMITED – Modern Slavery and Human Trafficking Policy

1. Introduction

INTERNORM WINDOWS UK LIMITED recognises its responsibility to prevent modern slavery and human trafficking in all aspects of its business operations and supply chain. This statement is made pursuant to the UK Modern Slavery Act 2015 and sets out the steps we take to ensure that slavery and human trafficking do not occur within our organisation or among our business partners.

2. Our Business

INTERNORM WINDOWS UK LIMITED is owned by INTERNORM INTERNATIONAL GMBH which is Europe's leading manufacturer of high-performance windows and doors. Our operations involve partnerships with authorised distribution partners, installers, and suppliers who share our commitment to quality, integrity, and ethical business conduct. We source materials and services primarily from Central Europe and expect all our suppliers to comply with applicable laws and respect human rights at all levels.

3. Production and Locations

All production sites and locations of INTERNORM are based in Europe, where there is no identified risk of child labour or forced labour. This assessment is grounded in the legal framework provided by the **Forced Labour Convention** and the **Minimum Age Convention**, both of which have been ratified by the countries where INTERNORM operates production facilities and subsidiaries (see www.normlex.ilo.org): Austria, Germany, United Kingdom, Slovakia, Slovenia, Czech Republic, Italy, France, Hungary, Croatia and Switzerland.

As a secondary source, the **UNICEF Datahub** was consulted for all INTERNORM countries (www.data.unicef.org). No irregularities or concerns regarding child labour were identified in these countries.

4. Commitment to Human Rights

INTERNORM has long maintained a **Code of Conduct** that treats human rights as a fundamental value. This code is embedded in the company's culture and operations, reinforcing our commitment to ethical business practices and the protection of human dignity.

5. Supplier Responsibility

Although our direct influence may be limited, INTERNORM is committed to promoting positive impact throughout its supply chain. In alignment with the requirements of the Supply Chain Act, a **Supplier Code of Conduct** has been developed and rolled out across the entire group.

Through this code, suppliers commit to respecting human rights as fundamental values, based on the **European Convention on Human Rights** and the **United Nations Charter**. Furthermore, our suppliers pledge to protect their employees by complying with all laws and regulations related to **health and safety in the workplace**, guided by the core principles of the **International Labour Organization (ILO) Conventions**.

In addition, we implement a structured risk management process with our suppliers to assess compliance with our ethical and social standards. If higher risks are identified, we work closely with suppliers to implement corrective measures or, if necessary, terminate business relationships that do not meet our expectations.

6. Training and Awareness

INTERNORM provides ongoing training and awareness to employees and management involved in procurement, operations, and supplier engagement. This ensures they can identify, prevent, and respond appropriately to any potential risks related to modern slavery or human trafficking.

7. Monitoring, Effectiveness and Continuous Improvement

We are committed to regularly reviewing and improving our policies, procedures, and supplier engagement processes. INTERNORM aims to strengthen transparency, accountability, and continuous improvement in all aspects of ethical and responsible business conduct. To measure the effectiveness of our actions, we monitor key performance indicators (KPIs), including supplier audit results, training completion rates, and reported incidents. These metrics help us evaluate progress and identify areas for improvement.

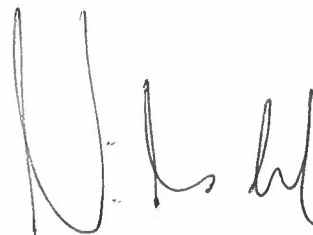
8. Approval and Review

This statement has been approved by the Directors of INTERNORM WINDOWS UK LIMITED and will be reviewed annually to ensure its continued relevance and effectiveness.

Approved by:



Andreas Kaufmann



Niklas Abl

Managing Directors of INTERNORM WINDOWS UK LIMITED

Date: 1st December 2025