

Anti-slavery and human trafficking statement 2023 according to the Modern Slavery Act of 2015 by the Julius Blum GmbH, Industriestrasse 1, A-6973, Austria

Blum is one of the world's leading manufacturers of functional hardware for furniture. Our focus is to combine innovative technical solutions alongside a wide range of leading-edge services.

We are committed to maintaining the highest ethical standards, and to maintaining and improving global policies and processes to avoid any potential complicity in human rights violations related to our operations or supply chain.

Structure, business and supply chain

Most of our revenue is generated through the sale and distribution of our manufactured products.

Blum's global headquarters are based in Vorarlberg, Austria. We are producing our products in 4 countries throughout the world; Austria, Poland, the USA and Brazil. We have 32 subsidiaries and representative offices worldwide, including the United Kingdom, subject to the Modern Slavery Act of 2015.

The headquarters, in Austria, has core responsibility for Group strategy, policy and governance. Our approach to modern slavery is integrated into our broader approach to business conduct and risk management. The Board has ultimate accountability for managing modern slavery risk and will adhere to all relevant laws (Austria's General Civil Code, the Convention on the Abolition of Slavery and the European Convention on Human Rights). Blum strictly rejects child and slave labour and advocates the observance of human rights and equal rights in the workplace.

Whilst the majority of activities are conducted "in house", we rely on a global supply chain for;

- Sourcing materials and technology
- Transport & logistics
- Distribution, marketing and sales.

Exposure to modern slavery and human trafficking risk

Our approach to identifying and assessing modern slavery risk is embedded within our broader risk management approach. Businesses and functions are responsible for identifying and managing risks in accordance with our risk management policy.

We have considered the exposure, of the entire Blum Group, to slavery and human trafficking risk, taking into account the nature of our business activities. Overall, we consider the Group's exposure to modern slavery and human trafficking risk to be low.

Our principles related to modern slavery and human trafficking

Our commitment to human rights, including our position on forced labour, involuntary labour, child labour, and human trafficking, is outlined in our Code of Conduct.

Our principles related to human rights include:

- We are committed to protecting and preserving the rights of our employees;
- We are committed to acting in a socially responsible manner, complying with applicable laws, and respecting the communities where we operate;
- We believe that all employment should be freely chosen and commit to refrain from any form of forced or involuntary labour;
- We are opposed to the use of any form of child labour or practices that inhibit the development of children;
- We are alert to the risks vulnerable people may face and seek to ensure that this group is free from discrimination and exploitation.

Our policies and business conduct expectations are a core part of our employee on-boarding and induction experience.

The management of human rights risk and impact in our business operations is embedded into existing management systems and processes.

Our management teams are responsible for ensuring compliance with local laws and regulations. Our functional teams work with the business leaders to ensure compliance with this policy.

We encourage the raising of questions and concerns related to ethical business practices and provide a range of channels for raising questions or concerns. Concerns raised are reviewed by subject matter experts within the Group; we also seek external counsel when required.

Mitigating modern slavery risk in our supply chain

Our approach to managing modern slavery risk within our supply chain is embedded within our broader risk management systems and processes. We are committed to maintaining the highest ethical standards across our supply chain and therefore expect all suppliers to be ethical, responsible and to fully comply with all applicable laws and regulations.

The main guiding document in this matter is the Blum Code of Conduct. This document describes our values and position in regard to dealing with other companies and external partners in the fields of finance, business conduct, environmental protection, resource conservation, working conditions, social security, as well as data and information security.

Partnership and close cooperation with our suppliers is of high importance to Blum. We are maintaining business relationships with many of our suppliers for decades and therefore know their business practices very well.

When selecting new suppliers, we conduct supplier audits as part of the selection procedure. If we enter into a business relationship, further monitoring audits are carried out according to annually defined audit plans. Supplier audits include, inter alia, the topics of occupational safety, health protection, working hours, child labour, discrimination, harassment and much more.

If a supplier's practices are found unsatisfactory or non-conformant, we address these issues on a case-by-case basis, seeking advice from subject matter experts and legal counsel where appropriate.

In the event of significant non-conformance, we will terminate any contractual agreement with immediate effect.

Declaration

This statement has been made in accordance with the reporting requirements of Clause 54, Part 6 of the UK Modern Slavery Act 2015 and the California Transparency in Supply Chains Act of 2015 and the California Transparency in Supply Chains Act of 2010 (SB 657), for the calendar year ending 31st December 2024.

This statement has been signed by the Managing Director, Mr. Philipp Blum, on behalf of the Board of Directors.