



Tyman 2024 Statement on Modern Slavery

This statement has been published in accordance with section 54 of the Modern Slavery Act 2015 and was approved by the Board of Tyman plc on 24 June 2024. It describes the actions taken by Tyman plc and its subsidiaries (together, the "**Group**") during the financial year ended 31 December 2023 to address the risk of modern slavery and human trafficking being present in the Group's business and supply chain.

Tyman's business

Tyman (TYMN: LSE) is a leading international supplier of engineered fenestration components and access solutions to the construction industry. The company designs and manufactures products that enhance the comfort, sustainability, security, safety and aesthetics of residential homes and commercial buildings. Tyman's portfolio of leading brands serves their markets through three divisions: Tyman North America, Tyman UK & Ireland and Tyman International. Headquartered in London, the Group employs approximately 3,700 people with facilities in 16 countries worldwide. Further information is available at www.tymanplc.com.

Tyman is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Group suppliers

Tyman and its Divisions are committed to ethical and responsible manufacturing, and we uphold international labour standards as well as comply with local legislation. The Group's greatest risk of exposure to modern slavery is through its supply chain.

The Group's combined supply chain encompasses over 2,000 suppliers. The Group's suppliers provide a wide range of items, from raw materials to component parts and finished products (direct material supply), as well as services (indirect supply) such as accounting and IT services.

In the Group's federated operating model, each Division is responsible for the risk assessment and management of its own supply chain, the contractual terms it enters into with its suppliers and for ensuring adherence with any anti-slavery obligations. At least annually, the Divisions provide a report on their progress to the Group's General Counsel & Company Secretary, who is also available to provide advice to them on such matters.

To ensure that Tyman's suppliers operate to the highest standards, the Divisions screen their suppliers identified on a risk-weighted basis. Such screening includes on-site visits or assessments against supplier completed questionnaires, prioritising those based in the Far East. Tyman Sourcing Asia ("**TSA**"), which is responsible for managing the Group's outsourced manufacturing and supply chain in the Far East, carries out a "200-point audit" on each new supplier (5 audits in 2023) as well as an annual review of the 22 suppliers that the Group spends most with or that represent the greatest risks to its business in the Far East.

Human rights

The Group is committed to respecting human rights across all our operations and takes very seriously any reports about breaches of human rights in relation to our supply chain. The Group fully supports the Modern Slavery Act 2015 and works with its Divisions to ensure that its activities and activities within the Group's supply chains do not infringe or encourage abuses of any human rights. During 2023, two instances of excessive overtime in China were identified in independent SEDEX audits. We have since implemented SEDEX's recommendations by modifying our own audit processes to strengthen our checks on working hours, salary, welfare, health and safety, environmental protection, discrimination and harassment.

The Group is mindful of its obligations under US Federal laws that prohibit the importation into the USA of any goods produced or manufactured, wholly or in part, in any foreign country, by either convict, forced or indentured labour. Following reports of forced labour in the Xinjiang Uyghur Autonomous Region ("**XUAR**"), the Group confirms that it does not source products from the XUAR.

Code of Business Ethics

In 2023, the Group continued to conduct workshops for new joiners across the Group in respect of its Code of Business Ethics: "Integrity in Action" (the "**CoBE**"). The CoBE is a cornerstone document of the Group's Business Ethics & Compliance Programme. It describes the Group's purpose, values and culture of integrity, which helps Tyman employees make ethical decisions across all of its businesses every day.

The CoBE was deployed through workshops using a standardised approach to their conduct, which was developed to ensure that the CoBE material and messages would be consistently communicated to all employees. At each such workshop with the support of a video message from the Group's Executive Committee, the participants discussed the Group's purpose and values before discussing how the CoBE would help the Group and each of its individual stakeholders achieve their ethics goals. The workshop facilitator then demonstrated how each participant could use an "Integrity Check Tool" to help them consider and deal with ethical dilemmas before the participants were given opportunities to work through scenarios that they might encounter in their roles.

"Human rights and modern slavery" is one of the key topics covered in the CoBE. The CoBE explains the Group's firm stance on respecting human rights and its opposition to any forms of discrimination, physical or verbal abuse, harassment or intimidation. It also reinforces our commitment to preventing modern slavery, child labour, human trafficking, among other human rights abuses, whether directly or indirectly in our supply chains.

In the CoBE, each employee is requested to:

- Ensure that all employees and anyone who works with us does so freely and safe from abuse;
- Diligently support human rights due diligence for any business partner Tyman is looking to engage; and
- Speak up if they suspect that anyone's human rights are being hurt in connection with our business, whether directly or indirectly.

Tyman Integrity Champions

We recognise that tackling modern slavery is an ongoing commitment that requires appropriate training and action across the entire organisation. To strengthen the implementation of the CoBE, over 40 leaders were appointed as Integrity Champions across all three divisions. Our Integrity Champions serve as ethics leaders, help to foster dialogue and bridge the gap between employees and leadership, and distribute resources across the Tyman Group.

In June 2023, we inaugurated our Integrity Champions at their first Town Hall. Each Integrity Champion was provided with training on the CoBE, how to advocate for doing the right thing and how to respond to colleagues when they are approached with ethics and compliance issues. In the second half of 2023, we ran a series of workshops and Town Halls with external consultants, focusing on psychological safety and leading with integrity. These sessions have reinforced our ethics and compliance programme, our ongoing commitment towards awareness building and work towards fostering a culture where employees can make ethical decisions and speak up when they recognise unethical practices.

Ensuring prevention of modern slavery within our supply chains

In addition to the comprehensive deployment of the CoBE, the following steps were taken in 2023 to prevent modern slavery in the Group's supply chain:

TSA audits

TSA undertakes supplier audits using the following methodology:

- Suppliers are assessed against "CSR" criteria (which includes compliance with applicable laws, the prohibition of child labour, forced labour or compulsory labour and conflict minerals as well as adherence to practices that are consistent with care for the environment, the provision of safe and healthy working environments¹) and quality management and capability.
- Suppliers are required to achieve a minimum threshold score to achieve or maintain approved supplier status.
- In addition to minimum overall performance, certain aspects of the audit plan are subject to "red flag" triggers set by TSA. Failure to meet "red flag" audit requirements would activate immediate escalation and corrective procedures, which can include suspension of approved supplier status.

In 2023, TSA conducted 27 "200 point" audits (22 on existing suppliers and 5 on new suppliers) and 18 CSR audits on behalf of the Tyman divisions. It did not identify any "red flag" non-conformances pursuant to those audits. TSA has extended its auditing activities to the Group's next 28 suppliers (based on Group expenditure or risks represented to the Group). TSA aims to audit such suppliers at least every 2 years on their commitments to compliance with health and safety, staff welfare, the environment and applicable laws and regulations.

¹ For example, whether any dormitories are comfortable, safe and healthy.

Supplier qualification scorecard

During the period, the Group's North America division started to implement a supplier qualification scorecard in North America and continued its partnership with Assent Compliance, a leading provider of supply chain sustainability management solutions, to improve the efficiency of its supplier due diligence processes, particularly with respect to anti-slavery and human trafficking as well as conflict minerals.

The Group also uses Assent's indirect engagement module to conduct screening of over 200 global suppliers against negative media watchlists.

Written declarations from suppliers

Each division, whether directly or through TSA, also obtained written declarations from most of their suppliers that they would respect internationally recognised human rights, treat their employees with dignity and respect, not tolerate threats of violence, sexual exploitation, abuse or verbal or psychological harassment, not accept forced or child labour and ensure that the safety of their work environments comply with any applicable laws or codes of practice. The Divisions continued to seek such declarations from their suppliers in 2023.

TSA required the Group's Tier 1 suppliers in China and Taiwan to sign updated statements to reaffirm their understanding of and compliance with anti-slavery and human trafficking requirements throughout their own supply chains. Moreover, those Tier 1 suppliers were asked to contact their suppliers to obtain similar signed commitments to anti-slavery and human trafficking requirements.

Supplier Contractual Terms

In addition to audits and supplier risk assessments, the Group's Divisions – whether directly or through TSA - also use contractual terms with its suppliers to address modern slavery and human trafficking risks.

The Group's UK & Ireland and International divisions incorporate formal language into their existing agreements with their suppliers to address modern slavery risks such as by obtaining declarations and commitments through side letters. The North American division is progressing with a similar process.

Tyman Supplier Code of Conduct

The Group developed a Supplier Code of Conduct (the "**Code**") during 2023, setting out the standards and expectations of its suppliers in terms of occupational health and safety; respecting the rights of others, ethical and responsible business conduct, protecting the environment and supporting Tyman achieve its sustainability targets. Deploying the Code began in 2024 and includes both mandatory conditions of supply and the requirement to put plans in place to address any gaps against the expectations of the Code.

Training and Awareness

During 2023, through various modes, including online training, Modern Slavery awareness training continued to be delivered in the North American and UK & Ireland Divisions and TSA, with a focus on personnel most likely to come across modern slavery and human trafficking. Such personnel include those responsible for product quality control, supply chain management and supplier evaluation, recruitment of staff and those managing sub-contractors onsite.

Raising concerns

Everyone at Tyman has a responsibility to be aware of the risk of modern slavery and human rights abuses in our business and supply chain. All employees and those working for, or on behalf of the Group are encouraged to report any compromises of human or employment rights at work either through contacting a relevant senior manager or via the Group's independent whistleblowing service, through which they may voice their concerns anonymously if permitted by local law. All cases are treated in the strictest of confidence and are fully investigated. No modern slavery or human trafficking cases were brought to the Group's attention through this mechanism in 2023.

2024/2025 planned activities

The following activities are planned for the year ahead:

- Deployment of the Group's supplier onboarding playbook and Supplier Code of Conduct;
- Completion of actions arising from 2022's supplier questionnaire assessment process;
- Extension of the 200-point audit checks to every new supplier in the Far East;
- Further deployment of compliance tracking software to improve the efficiency of the Group's supplier due diligence processes in respect of conflict minerals and anti-slavery and human trafficking;
- Cross-Divisional collaboration to share and develop best practice on supplier due diligence, management and audit; and
- Continued awareness building.

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Rutger Helbing

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Chief Executive Officer

26 June 2024