



HUMAN RIGHTS

Human Rights Commitment Statement

incl. "Slavery and Human Trafficking Statement" (UK Modern Slavery Act 2015) – FY 2025

NORMA Group positions itself among the international market and technology leaders in advanced and standardized joining and fluid handling technology solutions. With its 19 production sites and numerous sales offices, NORMA Group has a global network through which it supplies more than 10,000 customers in more than 100 countries.

Commitment to Human Rights

As we are aware of the associated responsibilities of our global business activities, these are built on the commitment to conduct business in an ethically and socially responsible way. NORMA Group categorically rejects and does not accept any form of violation of human rights as defined in the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

NORMA Group fully supports the provisions set out in the "The Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015". We are not only committed to preventing slavery and human trafficking in our own corporate activities but also require all our business partners not to undertake any violation of an individual's human rights. If the company learns that business partners are committing or tolerating human rights violations, NORMA Group gives its business partners the opportunity to remedy this as quickly as possible. The business relationship is then reassessed and termination of the contract is considered. Indications of potential human rights violations are investigated. To this end, potential violations must be reported to NORMA Group Compliance as part of a defined reporting process.

NORMA Group has published various policies in order to provide proper guidance to our employees and business partners. One of these is NORMA Group's Code of Conduct that clarifies the expectations for employees and includes commitments to human rights in general and to reject forced, compulsory and child labor in specific. Our employees are trained on the basic compliance rules, paying particular attention to NORMA Group's Code of Conduct. Dedicated training on the requirements concerning purchasing activities is obligatory for all employees with office-based roles.



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With a clear focus on our suppliers, a globally applying Supplier Code of Conduct was introduced in 2015. The Code of Conduct is reviewed on a regular basis to ensure that it remains aligned with NORMA Group's corporate values, legal requirements, and industry best practices. Updates are implemented as necessary to reflect regulatory changes, evolving stakeholder expectations, and organizational developments. It clearly states NORMA Group's expectations towards its suppliers' behavior. It requires, amongst other topics, adherence to the following principles:

- Observance of and respect for human rights
- Exclusion of forced or compulsory labor
- Prohibition of child labor

It is a requirement for our preferred suppliers to have signed our Supplier Code of Conduct. This consideration of human and employee rights as part of our contractual arrangements will help to ensure that all parties act responsibly throughout the entire supply chain.

With a clear focus on our employees, the globally applicable Human Rights Policy and Diversity & Inclusion Policy for our workforce were introduced in 2024. In this context, NORMA Group also conducts mandatory trainings on Human Rights as well as Diversity and Inclusion. These trainings are designed not only to ensure compliance with global standards, but also to raise awareness, strengthen sensitivity to potential risks, and empower employees to foster a respectful, inclusive and responsible working environment.

It clearly states NORMA Group's expectations for its employees and external partners. NORMA Group commits to actively communicate its policies to its employees and external stakeholders.

Due Diligence and Monitoring

NORMA Group's compliance and risk management systems are used to monitor risks and support compliance with relevant laws, regulations and internal requirements to ensure that contractual obligations are adhered to by our business partners. NORMA Group continuously performs risk analysis, also covering potential risks of human rights violations, in order to determine and monitor the risk profile of countries, subsidiaries and functions.

NORMA Group is constantly reviewing the effectiveness of our efforts in preventing any violations regarding our defined requirements. NORMA Group sites are subject to on-site inspections by NORMA Group's Internal Audit Department in order to verify the adherence to laws, regulations and internal requirements.

NORMA Group has implemented a group-wide Compliance organization with Local Compliance Delegates serving as direct contact persons at every operatively active NORMA Group entity. In addition, a whistleblower system is in place that is available worldwide and can be used, internally and externally, for reporting suspected illegal, unethical, or improper conduct.

NORMA Group has established a dedicated Human Rights Committee, which assesses reported indications of possible human rights violations and meets every six months and on an ad hoc basis as required.



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In 2025, the Human Rights Committee reviewed all reported cases during the reporting period. One case was confirmed in which conduct was identified that did not comply with the organization's principles, involving inappropriate personal behaviour in the workplace. This case is reported in line with our commitment to transparency and accountability. The company investigated the reported incident in accordance with its internal guidelines through the established Human Rights Committee and implemented appropriate remedial measures. The investigation did not reveal any indications of systemic or structural causes.

No cases of severe human rights violations were identified, including child labor, forced or compulsory labor, or comparable serious human rights abuses.

NORMA Group also applies sustainability criteria to the selection as well as to the continuous monitoring of suppliers. A detailed supplier evaluation process is used by our production plants each year. It measures the performance of the most important production material suppliers, monitors their development, and ensures that new business is awarded on a solid, transparent and reliable basis.

Regarding the usage of "3TG raw materials" (tin, tantalum, tungsten and gold, which bear the risk of being sourced in the Democratic Republic of Congo under severe human rights violations), NORMA Group aims to exclude these minerals from its supply chains as far as possible and to create maximum transparency within the supplier base using tools developed by the Responsible Minerals Initiative, namely the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT).

This statement is made pursuant of section 54 of "The Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015". It constitutes NORMA Group's "Slavery and Human Trafficking Statement" for the financial year ending December 31, 2025. It has been approved by the Management Board of NORMA Group SE and will be reviewed and updated annually.

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Birgit Seeger
Chairman of the
Management Board / CEO

A handwritten signature in blue ink, appearing to read "Dr. Daniel Heyman".

Dr. Daniel Heyman
Member of the
Management Board / COO

A handwritten signature in blue ink, appearing to read "A. Stieve".

Annette Stieve
Member of the
Management Board / CFO