

## CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

Forbo Siegling LLC is part of the Forbo Group, a leading producer of floor coverings, building and construction adhesives, as well as power transmission and conveyor belt solutions. Forbo employs about 5,500 people and has an international network of 25 sites with production and distribution, 6 assembly centers, and 49 sales organizations in a total of 39 countries around the world. Forbo is headquartered in Baar in the canton of Zug, Switzerland

Implementing the requirements of the California Transparency in Supply Chains Act, we herewith disclose our efforts in engaging in verification of product supply chains to evaluate and address risks of human trafficking and slavery, conducting audits to evaluate supplier compliance with our standards, requiring direct suppliers to certify that materials incorporated into the product comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business, maintaining internal accountability standards and procedures for employees or suppliers failing to meet our standards regarding slavery and trafficking as well as providing company employees and management, who have direct responsibility for supply chain management, training on human trafficking and slavery, particularly with respect to mitigating risks within the supply chains of products.

As a socially responsible company we respect and support the protection of human rights. This is demonstrated by our [Code of Conduct](#) which sets out our most important business principles and our commitment to acting ethically and with integrity in every situation while at the same time respecting people's rights as individuals. We seek and prefer business relationships with partners who are committed to the basic principles of our Code of Conduct or a similar, own code of conduct.

The process and levels of responsibility when selecting suppliers are governed by the binding rules set out in Movement Systems' supplier selection policy. We expect partners in our supply chain (and their upstream suppliers, subcontractors, and service providers) to comply with the minimum social standards that apply in their country and with the principles of the United Nations Global Compact Initiative. Child labor, violations of human rights, local laws and regulations are just some of the things that rule out any collaboration (further information can be found in [Movement Systems' Sustainability](#) report).

Suppliers in countries with weak labor protection are in addition monitored via local audits. Our approach furthermore includes regular meetings, on-site visits, and supplier assessments. Supplier companies are selected for auditing based on a pre-evaluation of their social and environmental risk profile, considering their geographical location, the nature of their own supply chain, the product category, our purchasing power, and the spend volume. These evaluations are performed by our own employees. Conclusions, minor findings, and recommendations are shared with our suppliers and, if necessary, corrective action plans are defined. The implementation of such corrective actions is monitored and if felt appropriate, follow-up audits are conducted. Employees engaged in supplier selection are trained on the requirements of our Code of Conduct, which specifically includes issues of human trafficking and slavery, on an annual basis. Employees witnessing any violations of Forbo's Code of Conduct are required to communicate this to the Corporate Compliance Officer of the Forbo Group, who will take appropriate action. We take the issues of modern slavery and human trafficking seriously and we will continue our efforts to responsibly manage our supply chain.