

***Modern Slavery
And Human
Trafficking
Statement***

The Nowy Styl group

Modern Slavery And Human Trafficking Statement The Nowy Styl group

concerning the financial year ending 31st of December, 2023.

This statement has been prepared under section 54 of the UK's Modern Slavery Act in respect of Nowy Styl sp. z. o. o. This statement is also being issued voluntarily on behalf of Nowy Styl sp. z. o. o.'s subsidiary companies (which combined with Nowy Styl sp. z. o. o. are the **"Nowy Styl group"**).

This statement sets out the steps that Nowy Styl sp. z. o. o. as part of the Nowy Styl group (further together as **"Organisation"** or **"Nowy Styl"**), and the Nowy Styl group generally, have taken up and continue to undertake to ensure that modern slavery, forced labour or human trafficking do not take place in our Organisation and/or supply chain.

Our approach

We use a zero tolerance approach for all forms of modern slavery. We commit ourselves to acting in an ethical, honest and transparent manner in all business transactions and to implement effective systems and controls to protect against all forms of modern slavery in Nowy Styl or in our supply chain.

Sustainable practices are firmly rooted in our corporate culture, based on our company's values such as ambition, tolerance, honesty and humility

Organisational structure

Nowy Styl is a leading manufacturer of office furniture in Europe, we have our own structures and offices in 12 European countries as well as in the Middle East and production plants in 4 European countries. We employ around 4,200 employees globally, and our products are delivered to over 100 countries. More about Nowy Styl: [About us | Nowy Styl](#).

Nowy Styl helps people around the world organise offices, airports, stadiums, concert halls and other public spaces. Thanks to its know-how, comprehensive offer and commitment, the company has become one of the leaders in the furniture industry in Europe.

The mission of Nowy Styl is to make your work, travel or entertainment a more healthy and pleasant experience, no matter where you are. The company does its work with passion and respect for the environment.

Our turnover in the financial year to which this report relates amounted to EUR 309 million.

Our principles

Our Organisation adheres to generally accepted and recognised human rights standards provided in international law documents, including in particular the Universal Declaration of Human Rights and the European Convention on Human Rights. As a member of the UN Global Compact (initiative since 2012), we are actively striving to implement the 10th principles of the Global Compact, including human and labour rights.

We use specific internal and external policies to ensure that both: our activities and activities in our supply chain are conducted in an ethical and transparent manner. They include:

1. [Nowy Styl Code of Ethics](#), which is the result of long-term business practices and economic activity. It contains set of principles that aim to: develop moral awareness in order to act for the protection of employees, the document is also to educate in the unethical behaviour avoidance.
2. [Nowy Styl Policy and Procedure counteracting mobbing and discrimination](#), which includes rules for anonymous reporting by Nowy Styl employees of non-conformities and unethical or unlawful conduct.
3. [Global Compact Declaration](#) - a document on fundamental principles and rights at work, Nowy Styl supports the ten principles of the Global Compact initiative in the field of human rights, labour standards, environmental protection and anti-corruption.
4. [Nowy Styl Supplier Code of Conduct](#), which extends the standards of ethics and social, economic and environmental responsibility for Nowy Styl suppliers whose activities are a key part of the supply chain. Such an attitude is also a result of being a member of the UN Global Compact initiatives, also it is required by guiding Principles on Business and Human Rights.
5. [Nowy Styl Procurement Policy](#), which goal is to ensure dynamic, sustainable development and maintain high standards in relations with suppliers. We believe that this is possible thanks to the transparency, integrity and reliability of key principles that we also require from our suppliers.
6. [Nowy Styl Supplier Diversity Policy](#) concentrates on including qualified diverse suppliers as part of our strategic sourcing and procurement process, provided that these suppliers follow our requirements indicated in [Nowy Styl Procurement Policy](#) and [Nowy Styl Supplier Code of Conduct](#).

Our suppliers

Nowy Styl global supply chain includes both: local suppliers and those from the farthest corners of the world. In the Global Procurement Department, we are responsible for maintaining due diligence towards both: new and current suppliers. For many reasons: financial, operational, behavioural and ethical, we build awareness in Nowy Styl Global Procurement and Supply Department Teams, among stakeholders and key suppliers, we provide them with legal requirements and obligations. We focus our attention and efforts on high-risk categories, countries and suppliers. During audits with new and current suppliers, we regularly verify that the standards and principles set by Nowy Styl in [Nowy Styl Procurement Policy](#) and [Nowy Styl Supplier Code of Conduct](#) are observed. We are constantly building awareness among our suppliers, but we understand that it may take time to adopt best practices. We encourage our suppliers to cooperate with NGOs, share our knowledge, educate and stimulate their continuous development in the area of ethics and sustainable development. We oblige suppliers, adequately to the strength of their impact, to require in their supply chains proactive progress and compliance with alike principles.

Supplier assessment

Every two years, we assess our suppliers in terms of the following areas: CSR, environment, OHS, purchasing, technological facilities and continuous development processes; in order to boost our suppliers for constant development, not only in terms of the quality of delivered products, but also in relation to CSR/ESG, Nowy Styl has implemented [Nowy Styl Supplier Recommendation Program](#). In addition, we have implemented an extended assessment of suppliers in the context of CSR/ESG (ESG SAQ), in which suppliers are obliged to demonstrate and prove the scope of activities in their organizations and their supply chains, along with due diligence in the areas of: environment, society and corporate governance.

Supplier development

In accordance with the continuous improvement and development of suppliers, in Nowy Styl we undertake and implement activities aimed at close cooperation, exchange of good practices regarding responsible business along with broadly understood sustainable development, and support our suppliers by organizing joint initiatives such as contests and workshops, during which we share knowledge and work together on projects.

Evaluation, risk management and due diligence

Managing the risk of non-compliance is a permanent element of all Nowy Styl global aspects of business operations. We make due diligence that the activities, in our Organization and supply chain, that accompany us every day are in accordance with the binding law and principles described in the abovementioned documents available on our website. Every year, we evaluate by EcoVadis our activities in social, ethical, environmental and supply chain areas. In 2023 and 2024 we received the highest rating – platinum medal, which places us among 1% of rated companies, ([Nowy Styl EcoVadis](#)). We oblige our suppliers to comply with the principles described in the Supplier Code of Conduct and the Procurement Policy, we regularly carry out audits with selected suppliers and subject them to cyclical assessment, in which we ask, among others, for identification, management, mitigation and elimination of risks. If non-compliance is detected, an action plan and further monitoring are implemented to ensure that our suppliers exercise due diligence in their operations.

Key performance indicators to measure the effectiveness of the steps taken

In Nowy Styl, as a production company we are aware of the impact that we have on the environment, employees, local communities and our partners on a daily basis. That is why we operate in accordance with the principles of responsible business. We put people first in our mission. It is for them that we produce our products and implement our projects. We are building a strong and ethical Organization that supports the development of employees and local communities. In the two-year cycle, Nowy Styl publishes the Sustainability Development Report, collecting data from all production companies. The report also ensures the transparency of our progress in human rights activities, including information on management and responsibility in the field of human rights. The last Sustainability Development Report covers the years 2020-2021 and is available on our website [Sustainability | Nowy Styl](#). We set goals in areas that we consider to be key, and we include them in our report on sustainable development in detail; we report in accordance with GRI (Global Reporting Initiative), and the report is externally verified by Deloitte.

Employee training

We undertake to conduct regular training of our employees in the field of human rights, taking into account aspects such as modern slavery, forced labour and human trafficking.

Confirmation of the statement

This statement in relation to the financial year ending on 31st of December, 2023 was approved by a resolution of the Management Board / Directors of Nowy Styl sp. z o.o. on 27th of June, 2024.



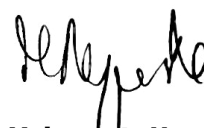
Adam Krzanowski

President of the Management Board



Rafał Chwast

Vice-President of the Management Board



Małgorzata Naparło

Member of the Management Board



Paweł Smaś

Member of the Management Board

