

## Statement

Telgte, 10.06.2020

### Winkhaus Modern Slavery and Human Trafficking Statement

von *from*

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The statement below describes the measures taken by the Winkhaus Group to prevent forms of modern slavery and human trafficking and child labour for the year 2019.

Aug. Winkhaus  
GmbH & Co. KG

### Introduction

For more than 160 years Winkhaus convinces its customers with innovative products and competent services. Window manufacturers and dealers, architects, builders and users all over the world value the wide range of services and the high quality of its intelligent window technology, door interlocks and access organization. The traditional family business is based in Telgte, Münster and Meiningen and has international subsidiaries in eight countries.

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### Measures to prevent forms of modern slavery and forced labor

Within the Winkhaus Group we ban all forms of modern slavery, forced and child labor, exploitation and discrimination. Winkhaus is committed to the principles of the Universal Declaration of Human Rights, the UN Global Compact (UNGC), the UN Guiding Principles on Business and Human Rights and the International Labor Organization (ILO) core labor standards. Ensuring fair local working conditions is an integral part of Winkhaus' corporate culture.

The Code of Conduct, which was revised in 2017, has been sent to employees in the respective national language in the foreign companies. Furthermore, all employees of the Winkhaus Group have been sensitized within training sessions on the Code of Conduct. During training it has been expressly stated that there is a clear ban on forced and child labor and that Winkhaus prohibits any form of exploitation or discrimination.

**Measures in the Winkhaus supply chain**

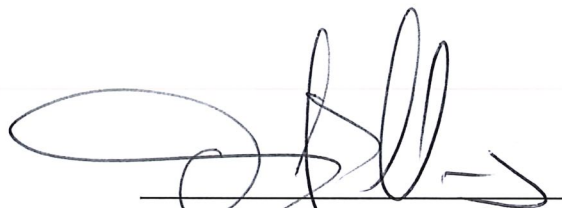
Winkhaus urges its suppliers to act in accordance with and join the Code of Conduct of the BME - Federal Association for Materials Management, Purchasing and Logistics e.V. The ethical guidelines described in this BME Code of Conduct are based in particular on the principles of the Universal Declaration of Human Rights, the UN Global Compact (UNGC), the UN Guiding Principles on Business and Human Rights and the International Labor Organization (ILO) core labor standards. In addition, the Guidelines are based on the UN Conventions on the Rights of the Child and on the Elimination of All Forms of Discrimination against Women and on the OECD Guidelines for International Business.

The Code of Conduct of the BME is available in 17 languages and commits all organs, executives and employees of suppliers to lawful and ethical responsible behavior.

The BME Code of Conduct explicitly emphasizes respect for and observing of human rights. Accordingly, the Code of Conduct contains an explicit prohibition of any form of forced labor and the obligation to oppose any form of discrimination. In addition, the Code of Conduct ensures adherence to the Minimum Age to Admit to Work Convention, the ban of child labor and immediate action to eliminate all forms of child labor.



Sofie Winkhaus



Tilmann Winkhaus