

ANNUAL COMPLIANCE REPORT ON FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

FY 2024



NORMAN®
SHUTTERS. BLINDS. SHADES

I. Introduction

This report is prepared by **Nien Advanced Solutions dba Norman Window Fashions (“Norman”)**, a non-resident importer. It is a single report which covers the financial reporting period of January 1st, 2024 to December 31st, 2024. In this report, we will share the comprehensive measures we have implemented to identify, assess, and mitigate the risk of forced labour and child labour in our supply chain.

It is with great pride and a deep sense of responsibility that we present this report detailing our commitment and efforts to prevent forced labour and child labour within our supply chain. At Norman we recognize the gravity of the global challenge posed by forced labour and child labour and its impact on human rights. Our commitment to ethical business practices extends beyond mere compliance, it is a cornerstone of our identity.

As you delve into the pages of this report, we invite you to join us on this journey of continuous improvement and ethical leadership. Together, we can create a supply chain ecosystem that stands as a beacon of fairness, dignity, and respect for all.

Norman recognizes that we must examine every stage in the life of our products to reduce the risk that forced labour or child labour is used at any step of the production of goods in the US or elsewhere throughout our supply chain.

II. Steps taken to prevent and reduce the risk of forced labour and child labour

Norman has taken the following steps during the previous financial reporting period:

- Sourcing solely from our parent company who has very stringent human rights, forced labour and child labour policies in place which include:
 - *Complying with relevant laws and regulations including the International Bill of Human Rights*
 - *Adhering to the internationally recognized human rights of labour, including caring for vulnerable groups*
 - *Prohibiting the use of child labour*
 - *Eliminating all forms of forced labour*
- Contracting external parties to conduct human rights reviews within our window covering plants
- Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily
- Familiarizing employees with the company's policies and regulations through new employee orientation and ongoing training
- Implemented a "red flag" reporting hotline which is a 3rd party reporting & grievance mechanism for employees

III. Structure, Activities & Supply Chains

Norman is a U.S. corporation located in La Palma, California and is wholly owned by its parent company, Norman International Inc. Norman operates as a value-added distributor, its principal business is to promote and sell custom-made window coverings products that are manufactured by Nien Made, a Taiwanese company, who owns 100% of Norman International Inc. Norman sells to various local wholesalers in North America, consisting of dealers, distributors, Budget Blinds franchisees & local retailers.

All of Norman's window coverings are manufactured from raw materials which are ethically sourced globally and packaged in different countries, including Norman's warehouses in the USA. Norman is dedicated to providing eco-friendly and safe window coverings while being socially responsible in manufacturing and forestry.

It is essential for us to do business with suppliers that share our commitment to strong social, environmental, and economic performance. Norman recognizes that certain parts of our supply chain may carry risks of forced labour or child labour, therefore our supplier, Nien Made, ensures a stringent approval process for potential suppliers by assessing their impact on the environment and society and verifying that they meet the requirements of the corporate social responsibility policy which includes ethical responsibilities.

IV. Corporate Policies & Due Diligence

At Norman, our current policy and due diligence in relation to forced labour and child labour, is embedded within our corporate Sustainable Development Best Practice Principles. To fulfill our responsibility to protect human rights Norman adopted relevant management policies and processes including:

- Presenting a corporate policy or statement on human rights;
- Evaluating the impact of the company's business operations and internal management on human rights, and adopting corresponding handling processes;
- Reviewing on a regular basis the effectiveness of the corporate policy or statement on human rights
- Provide information to our employees so that the employees have knowledge of the labour laws and their rights

Norman has also implemented a "red flag" reporting hotline which is a 3rd party reporting & grievance mechanism for employees to report any issues or concerns regarding any activity in the workplace, including but not limited to: sexual harassment, discrimination, safety, or conflict of interest.

V. Training

Norman has implemented a comprehensive training program with content specifically tailored to our company's specific policies, procedures and workflows. These training modules are completed annually by all employees. In 2024, the training modules did not specifically include forced labour and child labour however, Norman understands the importance and will work to build this into our training program in future.

VI. Potential risks in our operations & supply chains

During the previous financial reporting period, Norman did not identify any instance of forced labour or child labour in our supply chain or any instances where vulnerable families lost income because of measures we had taken to eliminate the use of forced labour or child labour in our supply chain. If instances of forced labour or child labour arise within our activities or supply chain, Norman commits to taking remedial action.

At Norman, we remain steadfast in our commitment to ethical sourcing and supply chain integrity. Through rigorous monitoring, supplier engagement, and continuous improvement initiatives, we have implemented robust measures to prevent the scourge of forced labor from infiltrating our supply chain.

As detailed in this report, our efforts encompass comprehensive supplier vetting processes, ongoing audits, and partnerships with credible third-party organizations to ensure compliance with internationally recognized labor standards. Furthermore, we recognize the importance of transparency and accountability, which is why we are dedicated to openly sharing our progress and challenges in combating forced labor.

While we are proud of the strides we have made, we acknowledge that eradicating forced labor requires sustained vigilance and collaboration across industries and borders. We remain committed to this cause and will continue to work tirelessly to uphold the dignity and rights of all workers throughout our supply chain.

VII. Assessing effectiveness

To assess effectiveness in ensuring that forced labor and child labour is not used within our supply chain, Norman's supplier participates in the following:

- Setting up a regular review or audit of their organization's policies and procedures related to forced labour and child labour
- Contracting external parties to conduct annual human rights reviews within their window covering plants
- Contracting external parties to ensure only employees who meet legal age requirements are hired within their manufacturing facilities

VIII. Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting 2024.

Signature: _____



Ranjan Mada

President

Date: 05/30/2025

I have the authority to bind Nien Advanced Solutions dba Norman Window Fashions