

Forbo Flooring UK Ltd

Modern Slavery Act 2015 Policy Statement
--

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps the Forbo Flooring UK Ltd has and continues to take to ensure that modern slavery and human trafficking is not taking place within our business or supply chain for the financial year ending 31 December 2017.

Forbo Flooring UK Ltd is part of the Forbo Group, Headquartered in Baar, in the canton of Zug, Switzerland. The Forbo Group, including Forbo Flooring Systems and Forbo Movement Systems divisions employs more than 5200 people and has an international network of 24 production and distribution companies, 6 assembly operations and 42 sales organisations in 35 countries worldwide.

As part of the flooring industry the organisation recognises its responsibility to take a robust and proactive approach to slavery and human trafficking. We are committed to ensuring we are free from slavery and human trafficking in both our corporate activities and supply chains.

As a socially responsible company Forbo Flooring UK respects and supports the protection of human rights as outlined in S54 of the Modern Slavery Act 2015. This commitment is demonstrated by our efforts, which are voluntary, to conform to all the requirements of the Social Accountability standard SA8000. We will strive to meet and exceed these requirements in respect of the following aspects of the standard

- Child Labour
- Forced & Compulsory Labour
- Health & Safety
- Freedom Of Association & Right To Collective Bargaining
- Discrimination
- Disciplinary Practices
- Working Hours
- Remuneration

In addition we have expanded our management systems to include the standards and procedures required to discharge our responsibilities in respect of the above standard requirements. This includes a robust internal auditing program, supplier evaluation and support which is driven by our supplier commitment policies, supplier requirements procedures and centrally through our Code of Conduct policy.

These are robust which allow us promote and seek continual improvements both from an internal perspective and externally through supply chain influence with a particular focus on the ethical sourcing of goods and services. The setting of these improvement targets and objectives will be specific, measureable, achievable, realistic, timed and will be reviewed on a regular basis.

We will review this policy annually to ensure that we continually improve all aspects of our performance whilst acknowledging the difficulty of proving the absence of Modern Slavery. There will be a particular focus on changes in legislation and in any of our own internal codes of conduct



FLOORING SYSTEMS

MSA – Forbo UK – V2

and other company requirements ensuring that changes are incorporated and acted upon in a timely responsible manner.

We shall make the policy visible throughout the company to all internal stakeholders (Directors, Management, Supervisors and Staff) and to make the policy public to any other interested party. Communication and training is a key component of our social accountability strategy and we will ensure that the policy is documented and maintained and that our employees receive training about what we are trying to achieve. This involvement will support a positive change in our culture which will be to the benefit of all our stakeholders.

Performance 2017 - Table below shows our performance against published targets:

Target	Outcome
To be compliant to SA8000:2014 standard	Success – UK business met criteria in 2017
Continue roll out of E Learning training (SA8000) to employees	Success – Over 480 employees have completed the module (ongoing)
Evaluation of benefits of compliance to BES 6002	Completed – UK Management team have allocated resource to ensure compliance to standard.

Looking ahead to 2018, we have set ourselves the following targets:

- Compliance to BES 6002 (Ethical Labour Standard) by December 2018
- Increase awareness to our existing employees of MSA through a series of toolbox talk type presentations and incorporate MSA into our induction program for new employees by end Dec 2018.
- Increase our knowledge / understanding of MSA by actively supporting the GLAA Construction Consortium.
- Evaluate impacts of Wales / Scotland ACOP's (Ethical Employment in Supply Chains)
- Prepare MSA survey (2018) to better understand how our supply chain are meeting MSA requirements (complete in 2019)

Development and implementation of detailed policies, procedures, training and communication are central to us managing our responsibilities and reducing the risk of modern slavery and trafficking occurring within our business and our supply chain.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement.

Angus Fotheringham

General Manager Benelux, UK & Ireland

June 2018