

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 2020.

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 5000 people and has an international network of 26 production and distribution companies, 6 assembly operations and 46 sales organisations in 36 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 SA8000:2014. Forbo Flooring UK Ltd is one of a small number of UK businesses who are certified to SA8000: 2014 and is subject to independent, robust 3<sup>rd</sup> party audits to ensure its continued compliance. 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
- Management System

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, which is supported by annual training of administration, sales and management personnel.

These are robust which allow us to promote and seek continual improvements both from an internal perspective and externally through supply chain influence with a focus on the ethical sourcing of goods and services. The setting of these improvement targets and objectives will be specific, measurable, 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 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). The policy is also displayed prominently on our website and is, therefore, freely available to any external stakeholder. Communication and training are key components 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 will promote a positive change in our culture which will be to the benefit of all our stakeholders.

The Covid pandemic has, unsurprisingly, impacted on our planned intention in 2020. Our focus in 2021 will be fulfil those ambitions and identify new opportunities and meet those challenges. The company has invested in its capability to be able to map out the risks identified in its supply chain has formally trained internal auditors increasing competence in this important area.

Looking ahead to 2021, we have set ourselves the following targets, which have been primarily derived through BES 6002, which focusses on activity to minimise risk of modern slavery with our business and supply chain.

Target	Achieved By
Develop a clear whistleblowing policy to protect any whistle blower from harassment or victimisation, ensuring it is widely publicised. This will be in conjunction with raising the profile of our internal SA8000 employee representatives.	Q1 2021
Form local SPT teams at all our UK manufacturing locations – increasing awareness and site activity in discharging responsibilities	Q1 2021
Ensure all our employees have completed SA8000:2014 E Learning module and MSA training	Q2 2021
Develop and communicate clear KPI's to demonstrate progress in efforts to reduce risk of modern slavery in our supply chains.	End 2021

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

Signed 11 January 2020, For and behalf of the Board Forbo Flooring UK Ltd