

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 2018.

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 5700 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. 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.

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 involvement will support a positive change in our culture which will be to the benefit of all our stakeholders.

Performance 2018 - Table below shows our performance against published targets:

Target	Outcome
Compliance to BES 6002	Forbo Flooring UK was certified to this standard focused on ethical labour sourcing
Evaluate impact of Wales & Scotland ACOP's (Ethical Employment in Supply Chains)	UK Social Performance Team (SPT) have agreed to sign up to Welsh ACOP in 2019. Further evaluation of Scottish scheme to be undertaken
Increase awareness to employees of MSA through tool box talks and incorporate topic into induction	See below – put back to 2019.
Prepare a MSA survey to better understand how our supply chain are meeting MSA requirements – complete in 2019	Survey will be rolled out to suppliers in 2 nd half of 2019
Increase knowledge / understanding of MSA by actively supporting GLAA Construction Consortium	Events have been attended and as a result we will adopt the learning programs that have been developed by GLAA rather than develop our own internally.

Looking ahead to 2019, 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

- Develop a clear whistleblowing policy to protect any whistle blower from harassment or victimisation, ensuring it is widely publicised. This may be in conjunction with raising the profile of our internal SA8000 employee representatives.
- Expand scope and depth of internal auditing ensuring that labour providers and recruitment processes are included in all audits – specific attention to agency workers. Act upon any non-conformances or observations identified, implement on going risk / due diligence and periodic reviews of action plans and findings.
- Formalise the review of Ethical labour standards and relevant legislation and implementation of change by UK Management / Social Performance Team.
- Publish an awareness piece about ELS / MSA / SA8000 in internal magazine, develop and deliver MSA training and / or staff briefing document.

- Develop an action plan to improve on performance in relation to ethical labour and eradicating modern slavery; and to monitor and measure performance against the plan on a regular basis and report in MSA statement annually. Action plan to include agreed ELS objectives together with likely supply chain mapping.

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