

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 2024.

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 5059 FTE's and has an international network of 25 production and distribution companies and 47 sales organisations in 39 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 3rd 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. The company has developed a designated whistleblowing system – Forbo Integrity Line

<https://www.forbo.com/corporate/en-gl/contact/forbo-contact/forbo-group/forbo-integrity-line/p6afta>

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.

In terms of our 2024 targets, we can reflect on another solid year. We successfully introduced performance objectives into our SA8000 policy – which in turn were approved and signed off by UK SPT Management Team, evaluated opportunities to join Modern Slavery groups (Stronger Together / Slave Free Alliance). Internal profile of Modern Slavery / SA8000 was increased through internal audit and site reviews – feedback from employees has led to a 2025 objective in relation to reporting (see 2025 objectives). Evaluating risk by using BRAND software was pushed back to 2025 – this has commenced, and we are currently working with specific suppliers to identify risks using the BRAND software.

Local SPT teams were involved in establishing our 2025 targets along with participating in our internal audit process that involved factory inspection and employee interviews.

In addition, employees were given a (annual) refresher course of our Code Of Conduct policy.

Although disappointed by withdrawal of BRE's Ethical Labour sourcing standard we are confident that we have a robust framework to verify that our systems and processes met the requirements of the MSA 2015, Section 54 Transparency in supply chains. We will ensure our internal processes continue to meet those requirements through maintaining an internal audit process

| 2025 Objectives & Targets | Achieved By |
|---|-------------|
| Develop a QR code system to simplify reporting of any Modern Slavery / SA8000 issue employees raise | 1/09/2025 |
| SPT members to complete Modern Slavery / SA8000 E learning training module | 31/12/2025 |
| Increase frequency of local SPT team meetings & include MS & SA8000 updates for site briefings | 31/12/2025 |
| Evaluate UK trial of BRAND software and share findings with European sites | 1/10/2025 |

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. It is available online <https://www.forbo.com/flooring/en-uk/terms-conditions/modern-slavery-act/pgjexc>



Angus Fotheringham, General Manager UK & Ireland

Signed 23rd June 2025

For and behalf of the Board Forbo Flooring UK Ltd