

Group Modern Slavery Policy

Sofa Brands International is the parent organisation with trading subsidiaries G Plan, Parker Knoll, Collins and Hayes and The Lounge Company. The group, a leading manufacturer, distributor, and seller of UK manufactured upholstery, has employees in the UK and in Europe and operates in countries around the world including North America, Asia Europe, and the Middle East. Sofa Brands International seeks to conduct its operations with honesty, integrity, respect, and openness. This policy applies to all brands and sub companies of Sofa Brands International.

Respecting and protecting all human rights are a top priority for Sofa Brands International. Sofa Brands International has a zero-tolerance policy against slavery and human trafficking in any form.

OUR STATEMENT

Slavery, servitude, forced labour and human trafficking (modern slavery) are issues of increasing global concern, affecting all sectors, regions, and economies. Modern slavery is fundamentally unacceptable within our business and supply chains and is an important element in our overall approach to business and human rights. Sofa Brands International is committed to respecting, protecting, and championing the human rights of all those who work within our operations, including employees, stock and non-stock supply chain workers, customers, and local communities.

We accept our responsibility to support transparency and honesty; to find and resolve problems, and to work with others to protect the rights of workers, particularly those who are most vulnerable to abuses such as modern slavery.

Sofa Brands International recognises the importance of its obligation to prevent slavery and human trafficking in the modern world and we operate a zero-tolerance approach to any contravention of this policy, throughout all our business operations.

Any breaches or concerns identified will be dealt with immediately and with positive action. Sofa Brands International the same high standards from all our suppliers and contractors.

OUR SUPPLY CHAIN

Our supply chains include suppliers of materials and services that support the manufacturing and distribution of our products. Our service suppliers include IT and other office equipment, professional service from our lawyers, accountants and other advisers, office cleaning and other office facilities services and product distribution.

OUR POLICEIS, DUE DILIGENCE AND RISK MANAGEMENT

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our anti-slavery approach reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We are continuously developing our offering whilst being mindful of the UN Global four pillars which include *human rights*, *labour standards*, *environmental* and *anti - corruption* standards. To ensure we achieve this we have developed and follow:

- All recruitment providers have recognised policies and procedures to ensure adherence to the Modern Slavery Act.

- We have systems in place to encourage the reporting of concerns and the protection of whistle blowers.
- We limit the geographical extent of our supply chain, where possible to more local regulated markets.
- Sofa Brands International use recognised, independent, third parties who are specialist organisations to assess and risk rate our supply chain.
- Regular audits are conducted on key suppliers across the group to ensure compliance with both the Modern Slavery Act 2015 and internal corporate policy.
- All personnel within Sofa Brands International, its suppliers and contractors, existing and new, are briefed on the policy and our expectations of full compliance to the requirements set out in the Modern Slavery Act.

SUPPLIER ADHERENCE TO OUR VALUES

Sofa Brands International has ad zero tolerance to slavery and human trafficking. We have long standing relationships with the majority of our suppliers, with whom we share the same commitment to ensuring that modern slavery does not exist within the supply chain. Our Procurement team and Quality team regularly visit our major UK and overseas suppliers and their support to adhering the Modern Slavery Act is of paramount importance. We expect all those in our supply chain and contractors to comply with our values.

TRAINING

Sofa Brands International recognises the need for training. We provided regular training to relevant members of staff. All Directors and key personnel have been briefed on the subject. It is our intention to strengthen this to all staff, via direct access to supplementary training resources via a Learning Management System. This is in addition to, when joining the business, all new employees being required to undertake compulsory training modules to gain awareness of the Modern Slavery Act and their responsibilities to it.

EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

Sofa Brands International use the following key performance indicators (KPI) to measure how effective we have been to ensure that slavery and human trafficking ins not taking place in any part of our business or supply chains:

- Completion of regular key supplier audits by our purchasing/ procurement teams and qualified CSR auditors.
- Data that is captured by internal and recognised independent third parties to understand our level of risk and compliance.
- Use of labour monitoring (HRIS), payroll and time and attendance systems.
- Communication and personal contact with the next link in the supply chain to facilitate their understanding of, and compliance with our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group slavery and human trafficking statement for the current financial year. This statement is owned by the Group Human Resource Director and is one of a suite of group level policies that promote a healthy business culture, guide decisions and actions as expected by the company's stakeholders and make Sofa Brands International a responsible company that people want to invest in, buy from, work for and partner with.



Ian Oliver
Chief Executive Officer



Alisdair Seenan
Group Human Resource Director

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