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Modern Slavery Act Statement

Financial year 2023/24

Valid from: 01.07.2024

Valid until 30.06.2025

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1.0 Introduction

This statement is pursuant to section 54 of the UK Modern Slavery Act 2015. The statement describes the actions Eva Solo A/S takes and plans to take to ensure that no modern slavery or human trafficking occurs in Eva Solo's supply chain or business.

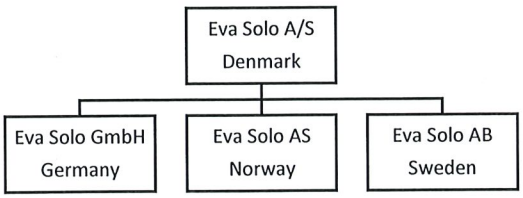
This statement covers the financial year 01. July 2023 to 30. June 2024. This statement is complementary to Eva Solo's Sustainability Report and Financial Report 2023/24.

Eva Solo acknowledges the risk of modern slavery in the homeware industry. We commit to an ethical supply chain in accordance with internationally acclaimed human rights and thereby do not tolerate any form of slavery or human trafficking.

2.0 Structure and Supply Chain

Eva Solo A/S was founded in 1913 by Kai Rohde Fog. The company is a Danish family-owned company for four generations. Eva Solo designs, produces, and sells homeware to customers worldwide. In 2019, Eva Solo expanded into manufacturing furniture as well.

The company consist of three design brands: Eva Solo, Eva Trio, and Eva. Eva Solo consists of the parent company Eva Solo A/S and three subsidiaries. The largest and main warehouse, where all products are shipped from, is located in Denmark at Eva Solo's headquarters. The majority of products are manufactured and produced worldwide, however, all products are designed and shipped from Denmark.



In this financial year, Eva Solo employed approximately 83 employees mainly located in Denmark. The annual turnover was DKK 317.368.653.

3.0 Governance and Policy Commitment

Eva Solo does not tolerate any form of bonded or forced labour, or human trafficking of any kind. Eva Solo is committed to respecting human rights and managing the risk of modern slavery in our supply chain. This is prudent in relevant initiatives, we partake in, such as the UN Global Compact and the Amfori BSCI, or our policies such as our Code of Conduct, hereinafter referred to as CoC.

All suppliers are obliged to sign and comply with Eva Solo's CoC. Eva Solo's CoC is based on the Universal Declaration of Human Rights, the Convention for Civil and Political Rights, The Convention for Economic, Social and Cultural Rights, the Core Conventions of the International Labour Organization (ILO), and where relevant, applicable UN and ILO conventions. This CoC, furthermore, complies with the Amfori BSCI's Code of Conduct and the Forest Stewardship Council's Code of Conduct. Eva Solo's CoC establishes a set of minimum standards and applies the principle that businesses have a responsibility to respect human rights. Furthermore, the CoC urges suppliers to strive to improve best practices for the industry and international standards including the 17 sustainable development goals.

Section 3, section 3.3 states the following:

> *Eva Solo and Eva Solo's suppliers declare herewith:*
>
> ***3.3** to refuse to employ or make anyone work against his will – no bonded, forced labour, or human trafficking (employer may not retain identity documents) – workers are free to move and to terminate their contract, change employer, and safely return.*

To increase and secure transparency, suppliers must comply with section 8.8:

> ***8.3** to publish a written human rights policy statement and/or monitor the work environment.*

Eva Solo is a member of the Amfori BSCI. Through the Amfori BSCI platform (an international social audit system that aims to improve working conditions in global supply chains), Eva Solo monitors suppliers to ensure a safe and good working environment for all workers, as well as compliance with acclaimed internationally recognized human rights.

Through the Amfori BSCI 2024 Code of Conduct, all signatories commit to:

- Not engage in, or through business partners, be complicit to, any form of servitude, forced, bonded, indentured, trafficked, or non-voluntary labour, including state-imposed forced labour,
- Adhere to international principles of responsible recruitment, including the Employer Pays Principle, and require the same from their recruitment partners, when engaging and recruiting all workers, either directly or indirectly, especially members of vulnerable groups such as temporary and migrant workers. As a minimum, this includes:
    - No recruitment fees and costs are charged to workers.
    - Clear and transparent employment contracts.
    - Workers' freedom from deception and coercion.
    - Freedom of movement and no retention of identity documents.
    - Access to free, comprehensive, and accurate information.
    - Freedom to terminate contract, change employer, and safely return.
    - Access to free dispute resolution and effective remedies.
- Progressively compensate the damages incurred to the workers within a reasonable timeframe, and within the framework of the same international principles, if historical or actual failure of adherence to principles is identified.

Eva Solo is also a member of the United Nations Global Compact and thereby obliged to uphold the Ten Principles, amongst others, Principle four "Businesses should uphold the elimination of all forms of forced

and compulsory labour". Eva Solo's Sustainability strategy is grounded in the Ten UNGC Principles as well as the Sustainable Development Goals. We have, amongst others, identified SDG 8.7 as salient and high-risk given the industry Eva Solo operates in.

SDG 8.7 states:

> *Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.*

4.0 Due Diligence

Eva Solo is highly aware of ensuring that internationally acclaimed human rights are upheld throughout the supply chain. Eva Solo's suppliers are distributed in both low-risk and high-risk countries cf. BSCI Country Risk Classification. Based on our purchased goods in 2023/24, 100 percent of our tier-1 suppliers are either audited or located in a low-risk country.

4.1 Actions prior to signing a supplier

Before entering a business relationship with a supplier, the supplier must read and agree to comply with the Eva Solo CoC and uphold the CoC throughout its supply chain.

The supplier must forward valid social audit documents or certificates. We expect all tier-one suppliers to have a valid social audit. We prefer BSCI-audited suppliers; however, we also accept tier-one suppliers with a valid SEDEX-audit, ISO-9001 certificate, or equivalent.

Suppliers are expected to inform Eva Solo of sub-suppliers and subsequently any social audits or certificates they may have.

4.2 Actions once a supplier is confirmed

The validity of audits and certificates is routinely checked and ensured by Eva Solo. If a supplier's audit or certificate is or becomes invalid, the supplier must update the audit or certificate.

We strive to carry out due diligence during factory visits to ensure that the expectations of Eva Solo are being met. In dialog with our suppliers, we want to ensure that all working conditions at the factories are safe and in compliance with internationally acclaimed human rights.

Our long and stable business relationships contribute to securing a safe work environment for the workers in our supply chain. However, if a supplier cannot meet Eva Solo's expectations, Eva Solo will support the supplier in the process of becoming compliant. If this is not possible, the last resort is to terminate the business relationship.

Eva Solo's due diligence strategy is rooted in the United Nations Guiding Principles. We have identified human rights risks in our supply chain, and we are in the process of mapping tier-2 suppliers to strengthen our due diligence process. Yearly, we communicate about our supplier due diligence in our publicly available Sustainability Report.

Suppliers are expected to inform Eva Solo of any breaches of the CoC.

5.0 Risk Assessment and Management

Through the Amfori BSCI platform, Eva Solo has access to all third-party reports and monitors its suppliers, mainly suppliers in high-risk countries. The Amfori BSCI audits are carried out by an impartial testing institute. The audit is based on the 2024 Amfori BSCI's Code of Conduct and factories are rated in relation to 13 different parameters. Subsequently, the factories are scored between A-E depending on how well the respective factory fulfills each parameter.

Eva Solo does not accept factories with an overall score of E. Eva Solo does not accept a D-E score for a new factory. If an existing factory receives a D-score, we expect the factory to make targeted efforts to improve the score and show improvements in a reaudit within a month.

The purpose of the monitoring is not to replace suppliers who score low in the audit reports, but to have a dialogue with our suppliers and support them in providing responsible and safe working conditions for their employees. However, we have zero tolerance for selected parameters including child labour, slavery, forced labor, and human trafficking.

During factory visits, Eva Solo carries out due diligence with a point of departure in the reports, both BSCI and SMETA reports, to ensure coherence and validity, as well as compliance with our CoC.

6.0 Key performance indicators and steps taken

6.1 Actions taken to prevent modern slavery in 2023/24

In the financial year, we have:

- Performed due diligence checks on all tier-one suppliers through BSCI and SMETA reports.
- Performed on-site due diligence among more than five factories in China (high-risk country).
- During on-site factory visits, we initiated and discussed Eva Solo's social compliance requirements, new social targets, our COC, and initiated the process of mapping tier-two suppliers.
- Developed new social compliance targets to strengthen our work. The Board of Directors has approved the following targets:
    - **2024/25:** 100% of tier-1 factories must have a valid BSCI-audit, SMETA-audit, or equivalent.
    - **2025/26:** 50% of tier-2 factories are mapped
    - **2026/27:** 100% of tier-2 factories are mapped, and 30% have a valid BSCI-audit, SMETA-audit, or equivalent.
    - **2027/28**: 50% of tier-2 factories have a valid BSCI-audit, SMETA-audit, or equivalent.
    - **2028/29:** 70% of tier-2 factories have a valid BSCI-audit, SMETA-audit, or equivalent.
- Undergone dialog with a D-score factory. The factory was reaudited and received a C-score.
- Implemented a whistleblower scheme accessible to external parties as well as internal employees.
- Developed anti-corruption guidelines approved by the Board of Directors.

6.2 Actions to prevent modern slavery in 2024/25

In the coming FY year, we will continue to take action to ensure that modern slavery is not present in our supply chain. We will:

- Strengthen our requirements for a valid social audit. From FY2024/25, our purchasers will receive monthly factory audit updates and not be able to place an order, if the factory does not have a valid social audit.
- Carry out human rights due diligence during factory visits.
- Continue mapping our supply chain beyond tier-one suppliers.
- Continue to work with BSCI and SMETA reports to strengthen our human rights due diligence work.
- Continue our close collaboration with agents and suppliers to help strengthen compliance with our CoC.
- Train relevant employees in our new anti-corruption guidelines.
- Create awareness about our whistleblower scheme among employees and suppliers.
- Ensure that our tier-one suppliers have a valid social audit.

7.0 Training on modern slavery and trafficking

All employees and suppliers have read the Eva Solo CoC. Suppliers must sign the COC and comply with the COC.

8.0 Approval

The statement is subject to annual review.

This statement is approved by the Board of Directors.

Jan Engelbrecht

Chief Executive Officer of Eva Solo A/S

Date: 20/8 - 2024