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Modern Slavery Act Statement

Financial year 2024/25

Valid from 01.07.2025

Valid until 30.06.2026

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1.0 Introduction

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015. It outlines the actions Eva Solo A/S has taken, and plans to take, to ensure that modern slavery and human trafficking are not present in Eva Solo's operations or supply chain.

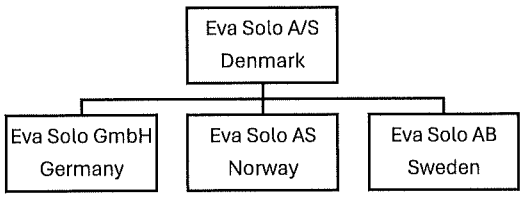
The statement covers the financial year from 1 July 2024 to 30 June 2025 and complements both Eva Solo's Sustainability Report and Financial Report 2024/25.

Eva Solo recognises that modern slavery remains a risk in the global furniture and home goods industry. We are committed to maintaining an ethical and responsible supply chain in line with internationally recognised human rights principles. We have zero tolerance for any form of slavery, forced labour, or human trafficking.

2.0 Structure and Supply Chain

Eva Solo A/S was founded in 1913 by Kai Rohde Fog and has remained a Danish, family-owned business for four generations. Today, Eva Solo designs, produces, and sells homeware products globally. In 2019, the company expanded its business to include furniture manufacturing.

The company operates four design brands: **Eva Solo, Eva Trio, Eva**, and **PWTBS**. Eva Solo comprises the parent company, Eva Solo A/S, and three subsidiaries. Our main warehouse and headquarters are located in Denmark, from which all products are shipped. While most products are manufactured globally, they are designed and predominantly distributed from Denmark.



As of this financial year, Eva Solo employed 76 people, primarily based in Denmark. The company's annual turnover was DKK 340.000.000

3.0 Governance and Policy Commitment

Eva Solo maintains a zero-tolerance approach to all forms of forced or bonded labour and human trafficking. We are committed to respecting human rights and actively managing the risk of modern slavery in our supply chain.

This commitment is reflected in our participation in relevant international initiatives, such as the UN Global Compact and amfori BSCI, as well as in our internal policies, such as our Code of Conduct, hereinafter referred to as CoC.

All suppliers are required to sign and comply with Eva Solo's CoC. The CoC is based on the Universal Declaration of Human Rights, the International Covenants on Civil and Political Rights, and Economic, Social and Cultural Rights, as well as the Core Conventions of the International Labour Organization (ILO). Where applicable, relevant UN and ILO conventions are also incorporated.

Furthermore, the CoC aligns with the amfori BSCI Code of Conduct and the Forest Stewardship Council's (FSC) Code of Conduct. It sets out minimum standards and affirms the principle that businesses must respect human rights. The CoC also encourages suppliers to strive for continuous improvement in line with industry best practices and international standards, including the UN Sustainable Development Goals (SDGs).

Section 3, section 3.3 of our CoC states:

> *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 amfori BSCI, an international social audit system aimed at improving working conditions in global supply chains. Through the amfori BSCI platform, Eva Solo monitors its suppliers to ensure safe and fair working environments for all workers, while promoting compliance with internationally recognised human rights standards.

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 (UNGC) and is therefore committed to upholding its Ten Principles. This includes Principle Four, which states that *"Businesses should uphold the elimination of all forms of forced and compulsory labour."* Eva Solo's sustainability strategy is firmly grounded in the Ten UNGC Principles as well as the UN Sustainable Development Goals (SDGs).

Among the SDGs, we have identified Goal 8.7 as particularly salient and high-risk, given the nature of the global furniture and home goods industry in which Eva Solo operates.

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 strongly committed to upholding internationally recognised human rights throughout its supply chain. Our suppliers are located in both low-risk and high-risk countries, based on the amfori BSCI Country Risk Classification 2025.

In the financial year 2024/25, 99.8% of our tier-one suppliers were either audited or located in a low-risk country. We are currently in dialogue with the remaining supplier to schedule an upcoming audit.

In 2023/24, Eva Solo's Board of Directors approved our social compliance 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.

4.1 Actions prior to signing a supplier

Before entering into any business relationship, the supplier must review and commit to Eva Solo's Code of Conduct (CoC) and social compliance requirements, including ensuring compliance throughout their own supply chain.

Each new supplier is required to provide valid documentation of a social audit or certification. We expect all tier-one suppliers to hold a valid social audit. While our preferred standard is BSCI, we also accept equivalent certifications such as SMETA (SEDEX), SA8000, ISO 26000, or other recognised frameworks.

4.2 Actions once a supplier is confirmed

Eva Solo routinely monitors the validity of social audits and certificates. If an audit expires or becomes invalid, the supplier is required to renew the documentation promptly. If a factory has any non-compliances (NC) they must be addressed and a action plan must be developed and implemented to ensure improvements.

We also conduct due diligence during factory visits to assess whether the supplier's operations align with Eva Solo's expectations and internationally recognised labour standards. These visits help ensure that working conditions remain safe and compliant.

Our long-standing supplier relationships help promote stable and responsible working environments. However, if a supplier fails to meet our expectations, Eva Solo will provide support to help them achieve compliance. If improvement is not possible, we reserve the right to terminate the business relationship as a last resort.

Eva Solo's due diligence approach is grounded in the UN Guiding Principles on Business and Human Rights (UNGPs). Each year, we report on our supplier due diligence in our publicly available Sustainability Report.

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

5.0 Risk Assessment and Management

Eva Solo uses the amfori BSCI platform to monitor suppliers, particularly those located in high-risk countries. Audits are conducted by independent, accredited third-party firms and are based on the 2024 version of the amfori BSCI Code of Conduct. Factories are assessed against 13 social performance areas and receive an overall score ranging from A to E.

Eva Solo does not accept factories with an overall score of E, and does not onboard new suppliers with a D or E rating.
If an existing factory receives a D rating, we require immediate action to correct deficiencies, with a follow-up audit expected within one month to demonstrate improvement.

Our goal is not to disengage from suppliers solely based on poor audit scores, but rather to engage in constructive dialogue and support them in establishing responsible and safe working conditions. However,

we maintain zero tolerance for violations of core principles, including child labour, slavery, forced labour, and human trafficking.

During factory visits, Eva Solo performs on-site due diligence, reviewing both BSCI and SMETA reports to ensure consistency, reliability, and alignment with our Code of Conduct.

6.0 Key performance indicators and steps taken

6.1 Actions taken to prevent modern slavery in 2024/25

In the financial year, we have:

- **Implemented an ESG-based country risk assessment** to strengthen our due diligence efforts. In alignment with the 2025 update to the BSCI country risk classification, we expanded the scope of high-risk countries. The updated classification assesses countries based on key ESG risk indicators, including forced labour, bonded labour, child labour, and precarious employment. As a result, more factories now fall within the high-risk category, and we have actively engaged with these newly included factories to ensure that our social compliance requirements are fully met.
- **Conducted due diligence on all tier-one suppliers** through the review of valid third-party social audits, such as amfori BSCI and SMETA reports.
- **Reinforced our internal audit requirements** by implementing a policy where purchasers receive monthly updates on factory audit statuses. Buyers were instructed not to place orders with factories that either did not hold a valid social audit or had not booked and confirmed an audit within one month. This approach strengthened our economic leverage to ensure compliance with Eva Solo's social responsibility standards.
- **Addressed social compliance directly during on-site factory visits or prior to a new partnership**, where Eva Solo's requirements and expectations were communicated and discussed with factory representatives.
- **Trained relevant employees in our anti-corruption policy** to ensure integrity and ethical business conduct throughout our operations and supply chain.
- **Promoted awareness of our whistleblower scheme** among both employees and suppliers, encouraging the safe and confidential reporting of misconduct or violations.
- **Strengthened our due diligence procedures by requiring corrective actions for non-compliances (NCs) to address, prevent and mitigate risks.** The ESG-and Compliance Manager engaged in dialog with suppliers to require they developed and implemented action plans to address any non-compliances findings and improve working conditions.
- **Introduced a proactive audit renewal process**: One month prior to audit expiry, the ESG-and Compliance Manager contacted the factory to confirm that a new audit was booked in a timely manner, offering support if needed. This measure was taken to avoid any period without a valid audit.

6.2 Actions to prevent modern slavery in 2025/26

In the upcoming financial year, Eva Solo will continue to take proactive steps to ensure that modern slavery does not occur within our supply chain. We will:

- Maintain requirements for third-party social audit schemes for tier-1 factories in high-risk countries according to BSCI country risk classification 2025.
- Initiate supply chain mapping through amfori Sustainability Platform beyond tier-1.
- Conduct human rights due diligence as part of our on-site factory visits.
- Implement additional measures to strengthen social compliance, based on risk assessments and audit findings.
- Continue our close collaboration with agents and suppliers to promote alignment with our Code of Conduct and social requirements.
- Train relevant employees in our updated anti-corruption guidelines to reinforce ethical business practices.
- Raise awareness of our whistleblower scheme among employees and suppliers, encouraging the reporting of unethical or unlawful behaviour.
- Ensure all tier-one suppliers hold a valid social audit, or have a confirmed plan in place to renew it in due time.

7.0 Training in 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, Eva Solo A/S

Date: 14/8-2025