

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 2021.

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 5000 people and has an international network of 25 production and distribution companies, 6 fabrication centres 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 SA8000:2014. 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.

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 2023 targets, we can reflect on another solid year. Strong focus on our SA8000 E learning program saw us reach 97% of our employees. Specialised SPT training was delayed as we worked together, with a 3rd party provider, to develop a bespoke training package. This will be delivered in 2024. Local SPT teams were established and were heavily involved in establishing our 2024 targets along with participating in our internal audit process that involved factory inspection and employee interviews. Our ambition to undertake a trial of supply chain mapping is scheduled for completion by end of 2024.

In addition, employees were given a (annual) refresher course of our Code Of Conduct policy. We were disappointed to learn that BRE's Ethical Labour sourcing standard is being withdrawn in 2024. This was a standard, that Forbo helped develop, that provided us with a framework to verify that our systems and processes met the requirements of the MSA 2015, Section 54 Transparency in supply chains. Forbo was certified to this standard. We will ensure our internal processes continue to meet those requirements through maintaining an internal audit process. Moving forward it is the intention to align publication of this policy with our SA8000. These will be reviewed, updated and signed off by 31/1/2025 and by 31/01 in subsequent years.

2024 Objectives & Targets	Achieved By
Include performance objectives into our SA8000 policy (progress reported annually in Jan25)	Q1 2024
Operations sites to identify and engage with suppliers, MAX 10 per site, to complete BRAND assessment (Modern Slavery & SA8000)	Dec 2024
Increase internal profile of SA8000 / Modern Slavery in UK (information boards, HAWD sessions)	Nov 2024
Evaluate cost / benefit of membership of Association of Labour Providers, Slave Free Alliance and Stronger Together.	Q3 2024
All 2025 objective and targets to be prepared and signed off at UK SPT management meeting	Dec 2024

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 Fotheringhame, General Manager UK & Ireland

Signed 27th June 2024

For and behalf of the Board Forbo Flooring UK Ltd