

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 2025.

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 5050 FTE's and has an international network of 25 production and distribution companies, 6 fabrication centres and 47 sales organisations in 39 countries worldwide. Forbo Flooring has 15 production facilities in 7 countries and sales organisation in 27 countries.

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 2025 targets, we can reflect on another solid year.

We have developed and introduced a QR code system to simplify the reporting of any issues employees are faced with in terms of Modern Slavery and / or SA8000 issues. Frequencies of local SPT meeting has been increased and we completed a limited but successful UK trial of BRAND software to enable us to more accurately reflect the risk the business faces in terms of Modern Slavery and SA8000. It was not possible to complete the E learning program focussed on modern slavery / SA8000 issues in 2025 and this is rolled over into 2026 for completion. As in 2025, local SPT teams were involved in establishing our 2026 targets along with participating in our internal audit process that involved factory inspection and employee interviews. Employees (supervisory / management) were given a (annual) refresher course of our Code Of Conduct policy. 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.

2026 Objectives & Targets	Achieved By
SPT members to complete Modern Slavery / SA8000 E learning training module	1/09/2026
Ensure internal auditor has completed SA8000:2026 auditing course	31/12/2026
Develop SA8000 management system to meet requirement of new standard for certification in 2027	31/12/2026
Update SA8000 risk assessment to meet requirement of 2026 standard ahead of Nov / Dec external audit	30/9/2026

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, Senior Vice President Global Sales & Marketing

Signed 22nd June 2026

For and behalf of the Board Forbo Flooring UK Ltd