

Modern Slavery Act Statement

Farrow & Ball Limited is a manufacturer and distributor of premium paint and wallpaper with a head office and manufacturing based in Wimborne, Dorset.

Farrow & Ball Limited, Registered in England and Wales under company number 00999927, are owned by the Hempel Group. Farrow & Ball export to and sell our products across the world. Our products are distributed both directly to our customers and indirectly via third parties. We are long standing members of the British Coatings Federation, the American Coatings Association, The Canadian Paint & Coatings Association, The Federation Industries Peintures Vernis Couleurs and The European Council of the Paint, Printing Ink and Artists' Colours Industry.

Farrow & Ball recognises the importance of taking action to combat modern slavery and human trafficking. During our financial year to 31st December 2025, we will continue to assess this risk to workers in our business and supply chain and improve supply chain accountability. We are also committed to continuous improvement of our processes to tackle slavery and human trafficking.

Sourcing

We source goods, materials, and services, including the following, directly from suppliers:

- Goods and materials: Raw materials for paint and wallpaper; brushes, rollers, and other decorating products; primary and secondary product packaging and labelling; marketing and merchandising materials; uniform & personal protective equipment and office supplies.
- Services: Carriers and shipping, waste, recycling and environmental services, laboratory-related services, utilities, recruitment, IT, marketing, health & safety, professional and training services, cleaning, and maintenance.

While Farrow & Ball operates a strict supplier selection process and maintains close relationships with its direct suppliers, it operates as part of the Hempel Group and is therefore connected to a broader global supply chain. As a result, potential modern slavery risks may arise beyond direct suppliers.

Risk of modern slavery

Farrow & Ball recognises that modern slavery risks may arise in parts of its supply chain. These risks are more likely to occur in:

- upstream sourcing of raw materials, particularly in higher-risk geographies
- logistics and third-party service providers
- outsourced or contracted services
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While the coatings industry itself is not typically categorised as a high-risk sector, we recognise that certain raw materials and upstream supply chains may carry elevated risks, particularly in relation to labour rights in extraction, processing and manufacturing of the raw materials used in our products.

Policies and governance

Farrow & Ball operates within the governance framework of the Hempel Group and has adopted key policies that support the prevention of modern slavery, including:

- Hempel Employee Code of Conduct
- Hempel's Business Partner Code of Conduct
- Procurement Sustainability Policy
- Hempel's Human Rights Policy
- Farrow & Ball's Anti-Slavery and Human Trafficking Policy.

Mitigating risk

As part of the Hempel Group, Farrow & Ball applies a risk-based approach to identifying and managing human rights risks, including modern slavery risks across its supply chain.

This approach includes:

- Supplier onboarding and screening, including sanctions checks and ESG risk screening
- Contractual requirements, including supplier commitment to the Hempel Business Partner Code of Conduct, which prohibits forced labour, child labour and modern slavery
- Risk-based supplier assessments, including the use of third-party sustainability assessment platforms
- Supplier audits and verification, including on-site or third-party audits for higher-risk suppliers where appropriate
- Ongoing supplier monitoring, including review of supplier performance and follow-up on identified risks
- Corrective action and escalation, where suppliers are required to address identified issues within defined timeframes, with escalation measures applied where insufficient progress is made

Suppliers identified as higher risk, based on category or geography, may be subject to enhanced due diligence, including more detailed assessments, audits, and increased engagement.

Internal accountability

Employees are encouraged to raise concerns about any suspected modern slavery or unethical conduct in any part of the business or supply chain at the earliest possible stage. Concerns can be reported through management channels or confidentially via the whistleblowing mechanism.

This framework is supported by:

- Targeted employee training on modern slavery and the risks the business faces from modern slavery in its supply chains via our internal learning management system.
- Management system certifications (including ISO 45001 and ISO 14001), supporting broader risk management and governance processes.
- A Contractor Code of Conduct applicable to maintenance and service providers.

Continuous improvement

Farrow & Ball is committed to continuously strengthening its approach to addressing modern slavery risks.

Key focus areas include:

- further alignment with Hempel Group human rights and supply chain due diligence frameworks
- expansion of risk-based supplier due diligence activities
- continued embedding of the Business Partner Code of Conduct across the supplier base
- increased internal awareness and training on responsible sourcing and modern slavery risks

This statement is made to comply with the transparency provision of the Modern Slavery Act 2015 (section 54(1)) and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2025.