

Modern Slavery Transparency Statement 2026

Introduction

Camira's ninth Modern Slavery Transparency Statement outlines the steps we take as a business to prevent slavery and human trafficking within our operations and supply chains.

Modern slavery continues to grow as a global issue, and we recognise our responsibility to prevent, mitigate and, where necessary, remediate the risks of human trafficking, forced, bonded and child labour, while respecting human rights.

Our commitment to customers and stakeholders is clear. We will treat people in our business and supply chain fairly and continuously review and improve our practices to ensure effective action to prevent and address any negative impacts on human rights.

Our Business

Camira is a UK-based textile designer and manufacturer, supplying upholstery fabrics for commercial interiors and passenger transport markets, including workplaces, education, healthcare and public transport.

Headquartered in West Yorkshire, Camira Group Holdings Limited operates globally, supplying customers in more than 70 countries from 16 locations and employing almost 600 people. Our supply chains are international, with over 600 suppliers supporting our operations. These suppliers primarily provide textile raw materials, chemicals, and operational products and services.

Governance

Camira's Board of Directors retains ultimate accountability for group strategy, policy, governance and risk management related to modern slavery. Responsibility for implementation is shared across our Human Resources, Strategic Purchasing, Sustainability and Compliance teams, who work with employee representatives at international, national and local levels.

The Board reviews progress against key actions and modern slavery performance indicators on a regular basis.

Policies and Controls

Camira recognises its responsibility to safeguard human rights across its international, national and local communities. We are committed to setting and enforcing minimum labour and human rights standards across our supply chain and take practical steps to prevent exploitation, including forced labour, harassment, intimidation and human trafficking. Equally, we are focused on providing a working environment in which our people can thrive.

Our people-related strategies and policies embed integrity as a core value, supported by annual modern slavery training to ensure a consistent understanding of expectations and reporting responsibilities. All employees are responsible for adhering to these standards, together with any specific local requirements.

Policies and controls relevant to modern slavery include;

- [Group Compliance Policy](#)
- [Corporate Social Responsibility Policy](#)
- [Group Human Rights Policy](#)
- [Group Health and Safety Policy](#)
- [Supplier Code of Conduct](#)
- [Whistleblowing Policy and Procedures](#)

Collectively, these set minimum expectations for labour standards, worker treatment and ethical conduct, and incorporate internationally recognised labour and human rights standards. This includes compliance with applicable labour laws, the prohibition of forced and child labour, discrimination and worker exploitation, and the protection of workers' rights.

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These standards cover freedom of movement, freedom of association in line with local law, fair working hours, and access to grievance mechanisms, remedy and compensation where required. They also address the prohibition of worker-paid recruitment fees and the protection of workers' identity and legal status.

Our strategies, policies and controls are communicated to supply chain partners through our [Supplier Policies and Resources](#) and are available via our corporate website and intranet.

Risk Management

Camira's approach to identifying and assessing modern slavery risk is integrated within our group risk management framework. Businesses and functions within scope of this statement are required to comply with Camira's control requirements, including active due diligence in identifying and reporting modern slavery risks. Our supply chain partners are also contractually required to manage and mitigate modern slavery risks within their own supply chains.

We assess our exposure to modern slavery risk by considering the nature of our business activities, the application of group policies, and our purchasing and recruitment practices. While inherent risk exists in certain geographies, including where we engage tier 1 suppliers in higher risk countries such as China, India, Pakistan and Sri Lanka, we consider our residual exposure to be limited due to the application of our policies, contractual controls and ongoing due diligence activities.

These expectations are supported by specific policy frameworks, assessments, standards and declarations covering worker rights, recruitment practices and modern slavery risk assessment, which are being progressively formalised and embedded across the business and supply chain.

Tackling modern slavery risk in our supply chain

The [Supplier Code of Conduct](#) continues to be rolled out to key suppliers, requiring partners to comply with local labour laws and uphold minimum labour and human rights standards. This is supported by an internal Supplier Agreement Framework, mandatory compliance training for procurement personnel and enhanced human rights risk analysis, strengthening our understanding of supply chain risks and supporting informed purchasing decisions.

We assess inherent risks to people in our supply chain by considering the country of origin of sourced products and raw materials. To support a more structured and transparent approach, Camira is implementing a programme requiring higher-risk suppliers to join a sustainable procurement platform, complete a Self-Assessment Questionnaire, and share relevant data with Camira. The Self-Assessment Questionnaire is aligned with internationally recognised standards, including the [Ethical Trading Initiative Base Code](#) and [International Labour Organisation conventions](#). It provides detailed insight into labour practices, including working conditions, recruitment practices, worker rights, and the controls in place to prevent forced labour, child labour and other forms of exploitation. This approach enables us to better understand our suppliers' ethical and sustainability practices through a consistent and standardised framework, while strengthening engagement and transparency with key suppliers. Where appropriate, this may be supplemented by independent audit data, supporting the effective identification and mitigation of modern slavery risks.

Our Strategic Purchasing team uses these insights to strengthen its understanding of local labour laws and human rights risks and to inform the ongoing assessment and audit of supply chain partners.

Camira has also strengthened its broader human rights due diligence framework through the publication of its [Human Rights Policy](#) and participation in the UN Global Compact Business and Human Rights Accelerator. This supports alignment with international standards, including the [UN Guiding Principles on Business and Human Rights](#) and [ILO conventions](#), and helps ensure that salient risks are identified and addressed through appropriate actions to prevent, mitigate or remedy impacts.

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By working with a global network of peers, UN partners and subject matter experts, Camira promotes collaboration across its operations and supply chains, supporting collective progress in advancing human and labour rights.

Tackling modern slavery risk in our business

The management of modern slavery risk within Camira is embedded into our recruitment processes. We do not typically engage low-skilled migrant labour or complex recruitment intermediaries. Where recruitment support is required, it is subject to formal approval and due diligence requirements.

Supported by our Human Resources team, management is responsible for ensuring compliance with local labour laws and must only engage formally established labour providers with a legitimate and identifiable business entity. It is also a requirement that workers are not charged recruitment fees, with all such costs covered by Camira.

Our recruitment and employment practices are designed to ensure that workers are treated fairly and that employment is freely chosen. This includes ensuring that workers retain control of their personal documentation, receive clear and accurate employment terms, and are subject to appropriate right to work and age verification checks.

We recognise that identifying potential human rights violations can be challenging, particularly where there is an assumption that modern slavery risk is low. We encourage our managers to engage regularly with colleagues to identify any concerns or indicators that an individual may be vulnerable to exploitation or modern slavery.

The Camira Code of Conduct provides guidance on identifying indicators of modern slavery and the appropriate routes for raising concerns including but not limited to our [Whistleblowing Policy and Procedures](#). We are committed to ensuring access to effective grievance mechanisms and, where issues are identified, to providing or supporting appropriate remedy in line with recognised human rights standards. Camira operates an independent whistleblowing helpline, external to the business, providing a confidential and anonymous route for individuals to report suspected unethical or unlawful practices. No cases of modern slavery have been reported to date.

Training on Modern Slavery

Employees receive training on business compliance topics, including modern slavery awareness and whistleblowing, on a role-relevant basis. This training is designed to support employees in identifying and reporting the signs of forced labour, coercion and worker exploitation, to recognise potential indicators, and to encourage the raising of concerns where a colleague may be vulnerable or at risk. It also reinforces the responsibility of all employees to report concerns through appropriate channels.

Employees in higher-risk roles, including Procurement and Human Resources, are required to complete more in-depth training on modern slavery risks and controls. This includes a focus on ethical recruitment practices, supply chain due diligence, and the identification of risk indicators within supplier relationships.

These teams are supported through additional guidance and training resources provided as part of our sustainable procurement platform and participation in the UN Global Compact. Training content is reviewed and updated periodically to reflect evolving regulatory requirements, emerging risks and best practice, supporting a consistent and informed approach across the business.

Commented [EW1]: L.Angus:

I've been working on a PSL for agencies since i got here. I have been waiting for enough time for their contracts to come up for renewal but haven't quite finished it off. But I want every new agency to sign and provide their modern day salary policy, H&S, Vetting policy and a list of what they check for. I think we should have a solid checklist on the recruitment agencies we work with, have an onboarding policy checklist along side terms and conditions, creating a tight PSL. Some agencies ask this from us, and we should do the same the other way around.

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Progress and Next steps

Progress

During the reporting period, Camira has continued to strengthen its approach to identifying and managing modern slavery risks across its operations and supply chain.

We have completed a comprehensive screening of all tier 1 suppliers using a data-led risk assessment tool, which evaluates country and sector risk across a broad range of indicators, including forced labour and human rights risks. This has enabled improved identification and prioritisation of higher-risk suppliers and regions, supporting more focused due diligence activity.

We have also started to enhance our understanding of our supply chain beyond tier 1, extending visibility to lower-tier suppliers and completed a human rights saliency assessment for key product lines. These outcomes have informed the formal definition of salient human rights risks within the group risk register and will support future due diligence activity.

A review of grievance and whistleblowing procedures has also been undertaken, identifying opportunities for further improvement, which will be addressed as part of the next review cycle.

Next Steps

Over the next 12 months, Camira will continue to develop and embed its approach to managing modern slavery risk across both its operations and supply chain.

We will further strengthen our human rights due diligence framework through the development and publication of a Group Human Rights Action Plan, focused on the prioritisation of salient human rights risks and supported by defined actions to prevent, mitigate and remedy impacts.

We will continue to embed structured due diligence processes across our supply chain, supported by the ongoing rollout of our sustainable procurement platform and Self-Assessment Questionnaires which are aligned with internationally recognised standards. Further work will be undertaken to extend supply chain mapping beyond tier 1, and, where appropriate, this data will be complemented by independent audit data to further enhance identification and mitigation of modern slavery risks.

Internally, we will strengthen controls over labour providers and recruitment agencies through the development of a preferred supplier list (PSL) and defining associated onboarding requirements including our minimum expectations for agencies, and a review of their policies such as modern slavery, remuneration, health and safety, and worker vetting procedures. This approach will support greater consistency, transparency and risk management across all labour providers utilised by the group.

We will also continue to strengthen employee awareness and accountability by ensuring that all new employees receive training on the Code of Conduct and by continuing to develop our policy framework to align with recognised international standards. We will also enhance grievance mechanisms and employee voice structures to support the effective identification and escalation of concerns.

In addition, Camira will implement a more robust ESG performance and reporting framework, including defined key performance indicators relating to modern slavery, to support effective governance and accountability across the business.

Key Performance Indicators

To monitor the effectiveness of our approach, Camira is developing a set of key performance indicators to measure progress in identifying and managing modern slavery risks across both its operations and supply chain.

Commented [EW2]: Added Labour provider due diligence to next steps following feedback from LA

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Within our operations, these indicators include metrics relating to fair pay, such as the number of employees paid a living wage across UK and international locations, alongside working hours indicators, including overtime utilisation. We also monitor the use of grievance and whistleblowing mechanisms, including the number of concerns raised and those specifically related to labour standards, working hours and potential exploitation. Additional indicators will include oversight of labour providers, including the number engaged across the group and the extent to which enhanced due diligence has been completed in respect of human rights, labour standards and compliance credentials.

Across our supply chain, we track the number of suppliers screened for labour standards risks based on country and sector, and the identification and engagement of higher-risk suppliers through completion of Self-Assessment Questionnaires on our sustainable procurement platform. We also monitor findings from independent audits, including the number of non-compliances related to forced labour and the rate at which these are effectively addressed, alongside worker feedback on working conditions where available. Further indicators include supplier adoption of the Supplier Code of Conduct, changes in labour standards risk scores over time, and the extent of supply chain visibility beyond tier 1.

To support the effective delivery of training and awareness, we monitor participation in modern slavery training across relevant roles, with a particular focus on higher-risk functions such as procurement and Human Resources. We also consider the number and nature of issues raised through grievance and whistleblowing channels as an indicator of employee awareness and confidence in reporting mechanisms.

Together, these measures support improved visibility of modern slavery risks, enable targeted due diligence and intervention, and strengthen governance and accountability across the business.

Declaration

This statement has been made in line with the reporting requirements of Clause 54, Part 6 of the UK Modern Slavery Act, and the Californian Transparency in Supply Chains Act of 2010 (SB 657), for the financial year ending 31st December 2025. This statement applies to all subsidiaries of Camira Group Holdings Limited. This statement is approved by the Board, and has been signed by the Commercial Director, on behalf of the Board of Directors.

ANTHONY CROALL
Commercial Director
Camira Group Holdings Limited
Dated: 29th May 2026

UK based subsidiaries

Camira Fabrics Limited, Camira Transport Fabrics Limited, Camira Yarns Limited, Holmfirth Dyers Limited, iinouiiio Limited

Non-UK based subsidiaries

Camira Fabrics GmbH, UAB Camira Fabrics, Camira Fabrics Turkey Tekstil Limited Sirket, Camira Fabrics (Shanghai) Limited, Camira Group, Inc, Camira Group Pty Ltd, Luna Textiles, Inc

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Reference: POL-COMP-051 R11