

KARNDEAN INTERNATIONAL LIMITED

Modern Slavery Statement

Financial Year Ended 31 December 2025

Issued pursuant to section 54 of the Modern Slavery Act 2015

1. Introduction

This statement is made by Karndean International Limited, trading as Karndean Designflooring (“Karndean”) pursuant to section 54 of the Modern Slavery Act 2015 (the “Act”). It sets out the steps taken during the financial year ended 31 December 2025 to prevent modern slavery and human trafficking in our business and supply chains.

KARNDEAN is a subsidiary of Karndean Holdings Limited and operates within the Karndean Group’s global framework for ethical sourcing and modern slavery compliance.

Modern Slavery encompasses slavery, servitude and forced or compulsory labour. We recognise that businesses should carry out due diligence to identify risks and implement achievable solutions in order to manage threats to human rights abuses.

2. Our Business and Supply Chain

Karndean operates as a specialist flooring distribution business in the United Kingdom, across the UK and Ireland through a network of independent retailers, distributors, merchant counters, and online channels. It works closely with architects, designers, housebuilders, specifiers, and public contractors in the commercial sector.

KARNDEAN is part of the Karndean Group of companies, with Karndean Holdings Limited (UK) as its ultimate parent company. The products we sell are sourced from national and international suppliers including those from Taiwan, Thailand, China, South Korea, and Vietnam.

3. Our Commitment and Understanding of the Impact of Modern Slavery

Karndean is committed to ensuring complete compliance with the Modern Slavery Act 2015 and demands the same of its suppliers. Karndean is committed to buying only from reputable suppliers that share our values and ethics. It is the company’s moral and ethical responsibility to ensure that all individuals are treated fairly and respectfully, whether in the manufacture and sale of its products or in the services it procures.

Ownership of this policy resides with the leader of the business but is fully adopted and adhered to by all employees, and we endeavour to ensure that it is also adhered to by customers, suppliers, contractors, and consultants.

4. Our Policies and Governance

Karndean operates within our Code of Conduct on Ethical Sourcing. This details how we comply with legislation applicable to ethical trading and sets out the standards we expect of our suppliers and employees. In particular, the Code of Conduct addresses:

- Conditions of employment
- Wages and benefits
- Child labour
- Modern slavery (including forced labour and human trafficking)
- Business ethics and anti-bribery

We request assurances from all major suppliers each year confirming adherence to the same policies in their working practices. All new suppliers are evaluated in line with our current policies, and all requisite background, visa, and permit checks are made when hiring new employees, whether directly or through recruitment agencies. We use professional and respected recruitment agencies with whom we have long-standing relationships.

In 2024, the Karndean Group became a member of the SEDEX Community, and our main suppliers also joined us in becoming members. The Group has used the most comprehensive SEDEX frameworks 4-pillar audits to assess supplier performance across business ethics, labour conditions, social performance, and environmental performance.

In 2025 there were no SEDEX Audits as each supplier was mandated to be externally audited every 2 years and, as all existing suppliers were audited in 2024, no further audits took place in 2025. Any audit findings in 2024 were addressed with the appropriate suppliers and remedial plans put in place. The overall trend of audit findings continues to show fewer findings per audit as we progress, indicating tangible, real-world improvements.

The Karndean Group's Risk Committee, established in 2021, continues to operate with ESG as a standing agenda item. Company policy on Modern Slavery is reviewed and assessed at each meeting, with matters escalated to the relevant entity board and to Karndean Holdings' Risk Committee as appropriate. Karndean (UK) participates in this governance structure and ESG items feature heavily at local Risk Committees.

5. Due Diligence Processes

Karndean assesses instances of non-compliance on a case-by-case basis and tailors remedial action appropriately. We will only trade with companies that comply with our requirements. Our due diligence processes include:

- Annual assurance requests to all major suppliers confirming adherence to the Group's ethical standards
- SEDEX 4-pillar audits of principal product suppliers
- Evaluation of all new suppliers against the Group's Code of Conduct on Ethical Sourcing
- Background, visa, and permit checks for all new employees, including agency workers
- Ongoing monitoring through the Karndean Group's Evolve maturity model

6. Risk Assessment

Like many businesses with international supply chains, Karndean considers the greatest risks of modern slavery to exist within the supply chain, although our Modern Slavery Policy applies equally to all suppliers, including those in the United Kingdom.

- Karndeans does not operate in industries identified as being at higher risk of modern slavery.
- The responses from suppliers to our supply chain audits have been positive. We propose remedial actions to suppliers where they do not meet our standards.

Karndeans remains committed to further enhancing its approach to and understanding of modern slavery concerns.

7. Training

Karndeans employees receive training in areas relating to how we seek to operate as an ethical business. This includes, among other things:

- Anti-Bribery and Corruption
- Equity, Diversity & Inclusion
- Health and Safety
- Data Protection
- Preventing Workplace Harassment
- Modern Slavery (dedicated e-learning module)

All current employees are required to annually complete the Modern Slavery e-learning module, and new employees must complete all mandatory training within one month of joining. Completion is measured by a comprehension certificate at the end of the course.

8. Key Performance Indicators and Targets

KPI / Target	Measured By	2026 Target
All employees to complete e-learning module on Modern Slavery	Completion certificate on HR learning platform	100% completion for all current and new employees (within 1 month of joining)
Update Code of Conduct on Ethical Sourcing to reflect applicable legislation	Implementation of revised Code of Conduct	Revised Code of Conduct drafted, reviewed and completed
SEDEX membership and audits for principal suppliers	Supplier membership confirmation and audit reports	Continue and extend SEDEX audit programme

9. Approval and Sign-Off

This Modern Slavery Statement was approved by the Board of Directors of Karndeans International Limited on 26 May 2026 and will be reviewed on an annual basis.

Signed:

A handwritten signature in blue ink that reads "Fleur Carson". The signature is written in a cursive style and is underlined with a single horizontal line.

Fleur Carson

Managing Director

Karndean International Limited

Date: 26 May 2026

Previous statements can be found on our website at: <https://www.karndean.com/en-gb/floors/about-us/modern-slavery-statement/>