

Modern Slavery Act Transparency Statement

Buoyant Upholstery Ltd supports the objectives of the Modern Slavery Act 2015 of eliminating slavery and human trafficking to operate in an ethical manner. This statement is therefore made by Helium Sofa Group Ltd and subsidiary Buoyant Upholstery Ltd, which are required to make such a statement in accordance with the Modern Slavery Act 2015. We recognise our responsibility and we are committed to respecting and protecting the human rights of all those who work within our operations, including but not limited to employees at all levels, directors, officers, agency workers, agents, contractors, suppliers and customers.

We are devoted to running our business responsibly and to maintaining high ethical principles, to supporting transparency and honesty and to working with others to protect the rights of workers. Buoyant Upholstery Ltd will continually improve and implement policies and processes to guard against modern slavery and to uphold human rights in our operations and supply chain.

The company will not support or trade with any organisation or business that is believed to be involved in these practices.

Our Business

Buoyant Upholstery Ltd was founded in 1909, originally located in Sandiacre, near Nottingham, and moved to Nelson, Lancashire, in 1973.

We are one of the largest upholstery manufacturers in the UK. We design, manufacture and deliver an extensive range of upholstered furniture to multiple retailers and independent customers alike. Our Mission is to create Value for our customers through design, range depth, reliability and price. We want our customers to experience excellent service that's hassle free . The business employs over 500 employees. The majority of our products are handmade to order at our plant in Nelson or imported through trusted partners.

Our Supply Chain

We have longstanding relationships with the majority of our suppliers, with whom we share the same commitment to ensuring that modern slavery does not exist within the supply chain.

Our Buying Team is in regular contact with our major overseas suppliers and their support for adhering to the Modern Slavery Act is of paramount importance.

Due diligence and risk identification

We acknowledge that the manufacturing sector as a whole is high risk in terms of the number of imported commodities linked to forced or child labour. This risk is heightened in the case of global supply chains, as we may have less visibility of suppliers beyond the first tier. As an organisation, we recognise that there is a risk of modern slavery in any area of our business where there:

Is migrant labour (country to country or within a country);

Is a high presence of refugees;

Are young workers and a risk of child labour;

Are contract and agency workers.

Buoyant Upholstery Ltd undergoes regular independent audits at our sites, in-line with the Ethical Trade Initiative Base Code.

Our policies

The process of reviewing and implementing our policies and procedures is a continual one and we will maintain this approach to ensure that these policies remain compliant with all UK legislation. In order to formalize operations, we implemented a code of conduct policy document available on the Buoyant Upholstery website.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, our key staff have participated in a number of training sessions.

Training

All our line managers, team leaders and supervisors have been given relevant Modern Slavery training in conjunction with Slave Free Alliance a leading independent organisation and Bribery and Corruption training with the Lancashire Chamber of Commerce. In addition to this, further training was conducted on how to handle conflict and deal with bullying and harassment.

The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.

We expect all of our employees, suppliers, customers, business partners, the general public and any relevant third party to raise any concerns or suspicions that they have about any of our procurement processes in complete confidence. Concerns can be reported confidentially to Protect (independent whistleblowing charity) at the Helpline: 020 3117 2520 or on their website: <https://protect-advice.org.uk> .

We understand that the potential for modern slavery will need ongoing assessment and actions to mitigate risk. As such, our approach is based on continually reviewing the effectiveness of our policies, exercising due diligence when engaging with new suppliers, carrying out performance reviews, and taking seriously any issues or complaints by undertaking appropriate investigations and remedial action.

If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.

This statement is made pursuant to section 54 (1) and has been approved by the Board of Directors. This document constitutes our Modern Slavery Act Transparency Statement for the financial year ending September 2024.

Glen Ainsworth - Development Director

A handwritten signature in black ink, appearing to be 'Glen Ainsworth', written in a cursive style.