

MODERN SLAVERY STATEMENT 2026

INTRODUCTION

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. TradeChoice is committed to acting ethically and with integrity and transparency in all business dealings both internally and within our supply chain.

OUR BUSINESS

TradeChoice is one of the largest national distributors of floor covering products in the UK, and is part of Nestware Holdings Ltd, and supplies a wide range of flooring across both commercial and domestic sectors.

The TradeChoice head office and distribution centre is located in Redditch and includes the bulk of our carpet stock as well as our cutting facilities. We have a further 14 warehouse and distribution branches to support our sales network. These are located in England, Scotland and Wales.

We currently employ over 370 people, with an annual turnover in 2025 of over £135m.

OUR SUPPLY CHAIN

We currently work with over a hundred direct and indirect suppliers. Most of our domestic sector products, including our domestic carpets, are supplied from European countries including Turkey, Italy, Holland, Belgium and the UK. Our own branded vinyl flooring products are manufactured in China.

Our supply chain also includes other businesses who provide goods and services such as IT equipment, telecommunications, vehicles etc to support the overall operation of our business.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships, implementing and enforcing effective systems and controls and acting with due diligence in accordance with the Modern Slavery Act 2015.

Our internal policies include:

- Recruitment Policy
- Whistleblowing Policy
- Equality, Diversity & Inclusion Policy
- Anti Bribery & Corruption Policy
- Grievance Policy
- Health & Safety Policy.

These policies and requirements also form part of our Corporate Social Governance responsibilities.

RISK MANAGEMENT & DUE DILIGENCE

We are committed to assessing risks across our supply chain and recognise the risks associated with the geographical location of some of our suppliers.

ASSESSING THE EFFECTIVENESS OF ACTIONS & IMPROVEMENT

TradeChoice is committed to continuous improvement. Over the next year, we aim to:

- Strengthen supplier onboarding checks
- Increase transparency by mapping more tiers of our supply chain
- Review and update internal training modules.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS / OTHER INFORMATION

We have systems in place to ensure that our supply chain and contractors comply with our values, and we are committed to continually improving our practices to combat slavery and human trafficking.

These include:

- Our Terms and Conditions and contractual obligations
- Our Supplier Charter
- Mapping our supply chain
- Monitoring potential risk areas in our supply chain
- An ongoing review of our supply chain and contractual obligations.

OUR TEAM

There are several areas of the business that work together in our continuing compliance with the Modern Slavery Act 2015, these include:

- Human Resources
- Procurement
- Supply Chain
- Risk.

TRAINING AND AWARENESS

Our Learning Management System includes training to help our colleagues:

- Understand the legal framework, including the UK Modern Slavery Act 2015
- Learn about the roles and responsibilities in identifying and reporting modern slavery
- Identify resources for businesses and individuals to ensure compliance and aid in prevention.

APPROVAL OF THIS STATEMENT

This statement has been approved by the Board of Directors.

Name: Stuart Baker

Position: Managing Director

Signature:



Date: 16.02.26