

**SLAVERY AND HUMAN
TRAFFICKING STATEMENT
2025 – 2026**

Introduction

At Vision Linens Ltd., we are committed to operating responsibly and ethically in all aspects of our business. This statement outlines the steps we have taken, and continue to take, to assess, address, and mitigate the risk of modern slavery and human trafficking within our EEA and global supply chains.

As a leading supplier and distributor of luxury, performance, and specialist textiles to the global accommodation, retail, and public sector markets, we recognise our responsibility to combat slavery and human trafficking. We remain fully committed to improving our practices to identify and eliminate any such risks.

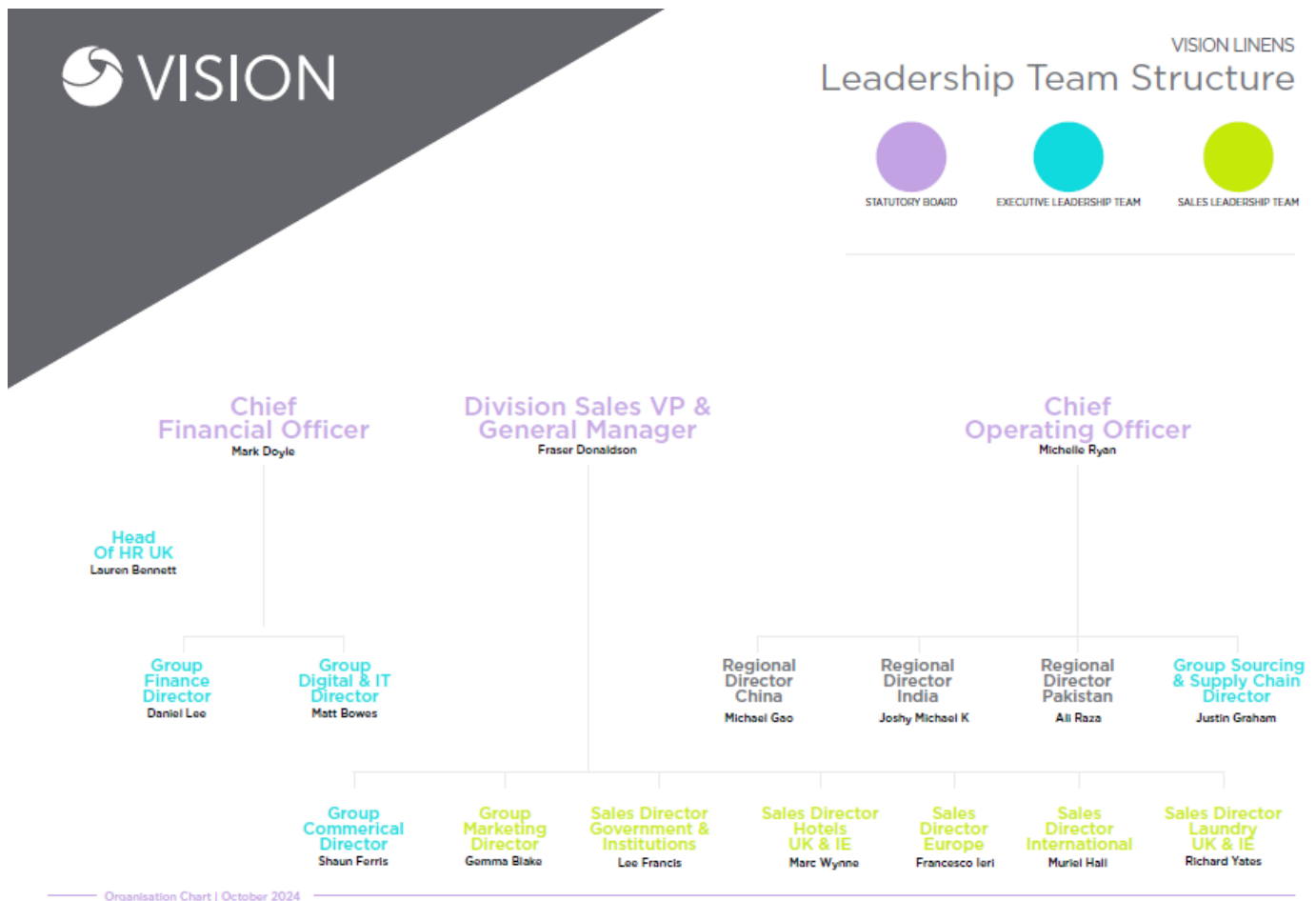
Modern slavery can take many forms, including forced labour, child labour, domestic servitude, sex trafficking, and workplace abuse. For the purposes of this statement, the term 'slavery and trafficking' refers collectively to these exploitative practices.

We have established an integrated, cross-functional approach to managing human rights and labour standards across our business, and we take proactive measures to ensure compliance throughout our operations and supply chains.

This statement covers the activities of Vision Linens Ltd. and has been prepared in line with Section 54(1) of the UK Modern Slavery Act 2015.

Organisational Structure and Operations

Vision Linens operates with the following leadership structure:



Vision Linens operates in the following countries:

- United Kingdom
- China
- Malaysia
- Ireland
- India
- Pakistan
- Bahrain
- United States
- Turkey

We assess the risks associated with modern slavery in these regions by:

- **Supplier Questionnaires:** All key suppliers complete a written declaration confirming that they have policies in place aligned with the Modern Slavery Act 2015.
- **In-Country Representation:** Our local offices and representatives conduct spot checks and maintain visibility over suppliers and manufacturers.
- **Independent Audits:** Regular third-party audits (BSCI/SMETA) are conducted to verify compliance.

High-Risk Activities

We recognise that overseas manufacturing presents increased risk. While none of our production is UK-based, we mitigate risks through:

- A third-party verified Labour Standards Assurance System (EcoVadis),
 - A permanent local presence in supplier countries,
 - Active monitoring informed by UK resources such as the Gangmasters and Labour Abuse Authority, particularly in industries such as cleaning, warehousing, recycling, and distribution.
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Governance and Responsibility

Our Chief Operating Officer (COO) holds ultimate responsibility for:

- Anti-slavery policies and their regular review,
 - Oversight of due diligence, audits, and compliance efforts,
 - Investigating and addressing any concerns raised.
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Training and Awareness

- All staff receive induction training on our obligations under the Modern Slavery Act.
 - Role-specific training is provided via SMETA-certified online modules.
 - We have purchased anti-slavery training in 2025 that can be shared amongst all staff and our suppliers.
 - Awareness is reinforced through internal channels like our WestPoint sustainability newsletter and our public EcoVadis ratings.
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Policies in Place

To reinforce our commitment, we operate several key policies:

- **Whistleblowing Policy:** Encourages confidential reporting via multiple channels, including the Modern Slavery Helpline.
- **Employee Code of Conduct:** Outlined in our CSR Policy and Employee Handbook.
- **Supplier Code of Conduct:** Mandates ethical labour practices and compliance with legislation.
- **Recruitment Policy:** Ensures all recruitment is conducted through verified agencies and includes right-to-work checks.
- **Local employment agencies:** We ensure they are licensed in accordance with the Gangmasters & Labour Abuse Authority (GLAA)

- **Fair Pay Commitment:** All workers are paid at or above the minimum wage applicable to the geographic location.

Due Diligence

Our due diligence process includes:

- Mapping our supply chain to identify risk zones,
- Conducting compliance reviews of all new and existing suppliers,
- Requiring Modern Slavery Act compliance declarations within 30 days of onboarding,
- Conducting audits (in-house and third-party),
- Being SEDEX and BSCI members,
- Reviewing trends through SMETA/BSCI/SA8000 reports,
- Being UN Global Compact Participants

A copy of our most recent EEA Supply chain survey



Results of EEA
Supplier Survey.pdf

Performance Indicators

We track our progress through defined KPIs. Highlights include:

- **2017–2021:** Completion of training programmes, supply chain reviews, and supplier engagement.
- **2022–2024:** Continued assessment of risk across sectors and geographies.

Sector	Sector Risk	Geographic Risk	Overall Risk	Action Required
Finance	Low	Low	Low	Keep Under Review
Micro	High	Medium	High	Further Analysis Required
Service	High	Medium	High	Further Analysis Required
Logistics	Medium	Medium	Medium	Keep Under Review
Textile	High	High	High	Further Analysis Required

Sector	Sector Risk	Geographic Risk	Overall Risk	Action Required
Hire Companies	Medium	Medium	Medium	Keep Under Review
Auditors	Low	Low	Low	Keep Under Review

Notable findings from past assessments have led to direct engagement with suppliers in the micro and textile sectors to promote awareness and correct any knowledge gaps.

Awareness Raising Programme

Our 2025 programme will:

- Reinforce training during onboarding and through internal communications.
- Use the WestPoint newsletter and EcoVadis results to showcase best practices.
- Educate staff on recognising, reporting, and responding to modern slavery concerns.

KPI

We pledge 100% of new starters complete their anti-slavery training

We pledge that 75% of all staff receive update training in 2025

We pledge to conduct a further EEA survey of suppliers when we surpass the £36 million turnover mark.

Board Approval

This statement has been approved by the Chief Operating Officer of Vision Linens Ltd.

Signed: M Ryan

Position: Chief Operating Officer

Date: 01.04.2025