## INTRODUCTION FROM THE CHAIRMAN

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

## ORGANISATION'S STRUCTURE

We are a UK based, and international renowned, manufacturer of innovative, high performance woven and nonwoven polyolefin technical textiles. Don & Low Ltd.'s ultimate parent group is Thrace Group whose head office is in Athens, Greece.

Don & Low Ltd has c. 366 employees operating on three sites in Forfar, Scotland, United Kingdom.

The business has an annual turnover of c. £72.2 million.

## OUR BUSINESS

Our business was established in 1792 and we have become a market leader in the manufacturing of technical textiles. We have invested in people, products and processes, as well as state-of-the-art technology, providing new solutions to particular specialist demands. We are currently organised into 10 areas of expertise:

- Floor Coverings
- DLG
- Filtration
- Laminate Substrates
- Geotextiles
- Construction
- Horticulture
- Torodon
- Medical
- Coated Fabric Textiles

These business units are all based in Forfar, Scotland and are supported by on site departmental functions including Manufacturing and Operations, Innovation and Development, Sales, Human Resources, Finance and IT.

## OUR SUPPLY CHAIN

We obtain our raw material and other essential products and services from over 517 suppliers located in 12 countries.

Don & Low
MEMBER OF THRACE GROUP

**OUR POLICIES AND PROCEDURES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our policies and procedures reflect our commitment to acting ethically and with integrity in all our business relationships whilst implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

At Don & Low Ltd, we value a diverse workforce and recruit, educate and promote employees with a wide range of skills and attributes. Don & Low Ltd prohibits workplace harassment as per the harassment policy found in the employee handbook, and we respect workers' freedom to associate, by way of a trade agreement, which assures we respect the ability of employees to choose whether or not to join unions and engage in collective bargaining. Don & Low Ltd has implemented a health and safety policy to ensure not only our employees safety but the safety of the surrounding communities in which we operate.

**DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we have in place systems to:

- identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chain,
- review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks, and
- protection for whistle blowers.

**OUR COMMITMENT**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Don & Low Ltd.'s slavery and human trafficking statement for the financial year ending 31 December 2022.

Signed on behalf of Don & Low Ltd



Vassilis Zairopoulos - Chairman

Date: 21/2/2023