

## **Sofa Brands International Limited (the “Company”)**

### **SLAVERY AND HUMAN TRAFFICKING STATEMENT 2017/2018**

#### **INTRODUCTION FROM THE MANAGING DIRECTOR**

Slavery and human trafficking remains a blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

#### **ORGANISATION’S STRUCTURE**

Sofa Brands International Ltd is the parent organisation for the Sofa Brands Group with trading subsidiaries G Plan, Parker Knoll, Duresta and The Lounge Company. The group has employees in the UK and in Europe and operates in countries around the world including North America, Asia, Europe and the Middle East.

#### **OUR BUSINESS**

The Sofa Brands Group is a leading manufacturer, distributor and seller of UK manufactured upholstery in the UK and around the world.

#### **OUR SUPPLY CHAINS**

Our supply chains include suppliers of materials and services that support the manufacture and distribution of our products. Our service suppliers include IT and other office equipment, professional services from our lawyers, accountants and other advisers, office cleaning and other office facilities services and product distribution.

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

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

## **DUE DILIGENCE AND RISK MANAGEMENT PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk –

- We ensure that all our recruitment providers have recognised policies and procedures to ensure adherence to the Modern Slavery Act.
- We limit the geographical extent of our supply chain, where possible, to more local regulated markets.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.
- We use a recognised independent third party who are a specialist organisation to assess and risk rate our supply chain.
- We carry out regular audits on our key suppliers across the group to ensure compliance with both the Modern Slavery Act 2015 and our Corporate policy.

## **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

The Directors from our different businesses are responsible for compliance in their respective departments and for their supplier relationships.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

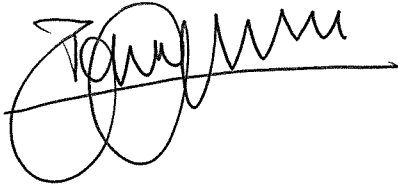
## **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of regular key supplier audits by our purchasing teams and qualified CSR auditors
- Data that is captured by a recognised independent third party to understand our level of risk and compliance.
- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with the next link in the supply chain to facilitate their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

Signed

A handwritten signature in black ink, appearing to read 'Ian Oliver', with a long horizontal line extending to the right.

Ian Oliver

Sofabrand International CEO

Date

5/7/17