



WHITEMEADOW

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## Whitemeadow Furniture Limited Modern Slavery Statement 2021

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Whitemeadow Furniture Limited during year ending 31<sup>st</sup> December 2020 to prevent modern slavery and human trafficking in its business and supply chains.

### Introduction

We know that slavery, servitude, forced labour and human trafficking (Modern Slavery) is a global and growing issue given the rapid rise in global migration, existing in every region in the world and in every type of economy, whether industrialised, developing or in transition. No sector or industry can be considered immune or untainted. Whitemeadow Furniture has a zero-tolerance approach to Modern Slavery of any kind within our operation and supply chain. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Employees are expected to report concerns and managers are expected to act upon them.

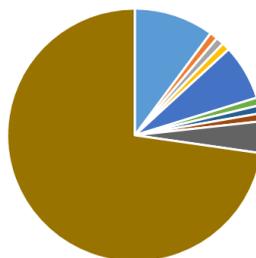
### Our Business

Established in 1994 Whitemeadow Furniture Limited is now one of the leading upholstered furniture manufacturers in the UK. With an annual turnover of circa £48 million we design, manufacture and deliver an extensive range of upholstered furniture to our retail customers. All of our products are handmade to order at our 7 manufacturing sites all within a 3-mile radius of our Head Office in Sutton in Ashfield, Nottinghamshire. We employ over 600 people throughout our business.

### Our Supply Chain

We have a close and long-term relationship with a small number of tier 1 suppliers and from of our top 100 suppliers 72 are based in the UK. We have mapped our supply chain to assess particular geographical risk and although the UK is considered low risk of slavery, we understand that there are reported instances of forced trafficked labour from Eastern Europe and this has enabled us to prioritise our supply chain due diligence on Modern Slavery including auditing our labour providers.

#### Countries in which our top 100 Suppliers operate.



■ Belgium ■ China ■ Eire ■ Germany ■ Italy ■ Latvia ■ Poland ■ Spain ■ Turkey ■ UK

None of our top 100 suppliers operated in countries at high risk of slavery accordingly to the Global Slavery Index 2020.

In addition:

We have written to our top 100 suppliers servicing all areas of our business to raise awareness of the Modern Slavery Act, which affirms our zero-tolerance approach to human rights abuse.

Recognising the extremely complex nature of Modern Slavery, we recognise the importance of collaboration with others including Stronger Together and SMETA.

### **Employee Training**

Key Managers and Directors have been given relevant Modern Slavery training including Tackling Modern Slavery in Global Supply Chains in conjunction with Stronger Together a leading independent organisation. In addition, we have provided all employees with Modern Slavery Awareness training and deliver an inhouse awareness programme through internal communications, our new starter induction process, and internal policies to educate our workforce on what modern slavery is, how this hidden labour exploitation occurs in businesses like ours, how to spot the signs of hidden labour exploitation and what we can all do to protect vulnerable individuals from exploitation.

### **Assessment of Effectiveness**

We understand that Modern Slavery risk is not static and will continue our commitment to a zero-tolerance approach within our operation and supply chain. In order to assess the effectiveness of the measures taken by Whitemeadow we will be reviewing the following key performance indicators and reporting on them in future Modern Slavery Statements:

- countries in which our suppliers operate in line with the Global Slavery Index;
- staff training levels;
- supplier engagement and awareness;
- action taken to strengthen supply chain verification.

*This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Whitemeadow Furniture's Modern Slavery statement for the financial year ending 31<sup>st</sup> December 2020. The statement is signed on behalf of the Board of Directors of Whitemeadow Furniture Limited by Ian Oscroft, Managing Director.*



Signature

Date 17<sup>th</sup> February 2021

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