



WHITEMEADOW

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Whitemeadow Furniture Limited Modern Slavery Statement 2024

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 31st December 2023 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 £59 million we design, manufacturer and deliver an extensive range of upholstered furniture to our retail customers. All of our products are handmade to order at our 4 manufacturing sites all within a 3-mile radius of our Head Office in Sutton in Ashfield, Nottinghamshire. We employ over 500 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 50 suppliers 20 are based in the UK. We have mapped our supply chain to assess geographical risk and although the UK is considered low risk of slavery based on our action taken to address modern slavery, we understand due to the nature of products within our supply chain there could be a potential risk of modern slavery. With the addition of conflict and displacement of nationals across Eastern Europe trafficking, has been identified emphasizing that as an organisation due diligence is required on Modern Slavery by auditing our providers.

As a business we understand that the cost-of-living crisis has impacted modern slavery, resulting in inequality increasing the likelihood of exploitation across Europe. Through auditing our supply chain, we can clarify if our suppliers are a living wage employer and can provide regular employment limiting the risk of exploitation.



We have noted that Turkey (Türkiye) has again been identified as a country at high risk of slavery accordingly to the Global Slavery Index 2024.

Recognising the extremely complex nature of Modern Slavery, we recognise the importance of collaboration with others including Stronger Together and SMETA, allowing us to review our supply chain and alleviate modern slavery.

In addition:

We have previously written to our top 50 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.

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:

- RE Audit any suppliers
- 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 31st December 2023. The statement is signed on behalf of the Board of Directors of Whitemeadow Furniture Limited by Andy Kitchen, Chief Executive Officer



Andy Kitchen
CEO

Date: 6/6/2024

