

Ulster Carpet Mills Limited Modern Slavery Statement

Ulster Carpets welcomes the enactment of the Modern Slavery Act 2015 and fully supports the government objective to eradicate modern slavery and human trafficking.

Ulster Carpets has a zero-tolerance approach to modern slavery and human trafficking in every part of our business and we require our supply chain to comply with these same high standards, core values and modern approach to business.

Section 54 of the Modern Slavery Act 2015 requires Ulster Carpets to publish a statement on the company website of the steps taken to prevent modern slavery and human trafficking occurring within our business and throughout our supply chain.

Organisational Structure

Ulster Carpets is a family-owned business with over 80 years experience in the design, manufacture, and distribution of the finest Axminster and Wilton carpets for clients across the globe.

Ulster has taken the positive attributes associated with being a family business and combined them with a forward-thinking global approach to business. The result is a technologically advanced, service driven company with flair, flexibility and a passion for quality.

Ulster Carpets was founded in Portadown, Northern Ireland and has manufacturing and yarn processing sites across the UK with sales and design located in the UK, Ireland, France and USA. Ulster Carpets has total control over every part of the carpet manufacturing and yarn processing sites.

All wool processing, dyeing and carpet manufacturing takes place in the UK. These sites are based in England and Northern Ireland and operate in compliance with local legislation and with safe, modern manufacturing practices.

Policies & Employment Practices

We want our customers to be confident that we treat all employees fairly, with respect for human rights, and to ensure they are not exposed to unsafe working conditions or forced to work under slavery.

We have internal procedures in place to ensure modern slavery does not occur in our business, these include:

- Providing all employees with contracts of employment outlining their hours of work, breaks from work and notice periods
- Ensuring all employees are of legal working age and receive at least the National Minimum/Living Wage
- Ensuring documentation checks are completed regularly to confirm employees have the right to work in the relevant location
- Provision of a safe place to work through our Health & Safety policy and Risk and COSHH Assessments
- Safeguarding against discrimination or inhumane treatment through our Equal Opportunities, Anti-Harassment and Grievance Procedures

Supply Chain

Ulster Carpets is committed to ensuring transparency in our supply chain and hold all suppliers and contractors to the same high standards. We have both a lawful and ethical responsibility to ensure we maintain a supply chain that values human rights and considers our environmental concerns. As part of this process, we continually evaluate our supply chain and ensure suppliers not only understand our commitments but also act to ensure they hold themselves to the same standards.

As Ulster Carpets control the manufacturing process from start to finish, this allows a high level of control over our products and the standards expected. Any suppliers or contractors outside of the Ulster Carpets group must agree to abide by the same standards and demonstrate the actions taken to improve their own processes and protections.

Risk Management

The prevention, detection and reporting of modern slavery and human trafficking in any part of our supply chain is the responsibility of everyone within Ulster Carpets. As part of our management process we continually evaluate the risks with suppliers, with particular focus given to high risk or business critical areas, to ensure they uphold our standards expected.

Communication

This policy is communicated internally via our online learning platform and communicated externally via our website.

Further Steps

As part of the continual review process, all policies are reviewed on a regular basis to ensure the risk to our business and our people remains low.

To ensure our suppliers comply with our high standards, a formal supplier code of conduct will be created, with all suppliers requiring acceptance of this to conduct business with Ulster Carpets.

To ensure our people understand their duties and the risk associated with modern slavery and human trafficking, we will provide appropriate education and training to relevant employees.

This statement will be reviewed annually.



Nick Coburn

Group Managing Director

For and on behalf of the Directors of Ulster Carpet Mills (Holdings) Limited

2nd September 2021