

DANFLOOR GROUP POLICY

Modern Slavery and Human Rights Statement

Purpose and Commitment

Danfloor Group, comprising Danfloor UK and Danfloor A/S, is committed to preventing modern slavery, forced labour, human trafficking, child labour and all forms of exploitation within our operations and supply chain. Although the Group may not be legally required to publish a statement under Section 54 of the UK Modern Slavery Act 2015, we do so voluntarily as part of our commitment to ethical business conduct, responsible procurement and respect for human rights.

This statement has been prepared in accordance with the UK Modern Slavery Act 2015 and is informed by internationally recognised frameworks including the International Labour Organisation (ILO) Core Conventions, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. The Group also complies with applicable employment, health and safety and labour legislation in the jurisdictions in which it operates, including UK employment legislation and the Danish Working Environment Act (Arbejdsmiljøloven).

Organisational Structure

The Danfloor Group, is part of the Ulster Carpets Group which is a family owned business, with over 80 years' experience in carpet manufacturing.

Danfloor itself has been operating since 1973 where we supply carpets that are produced within our own manufacturing facility in Denmark. Across the group we employ approximately 60 people.

We are dedicated to quality, service and the pursuit of excellence. To achieve this level of quality, our manufacturing facility in Denmark controls every part of the manufacturing process, from purchasing the yarn from trusted and well-established suppliers and producing our carpets within our own facilities in Kibeak.

Within the UK Danfloor carpets are predominately supplied into the UK Care Sector for use within residential care and nursing homes, sheltered accommodation, extra care living and mental health facilities. Due to the product features you will also find them specified within education facilities, student accommodation, communal living environments, hospitality, leisure and the workplace.

In Europe, in addition to commercial sales our carpets are also sold into the retail sector and we operate across a number of European countries including Denmark, Germany, Norway and Sweden. We have no evidence of modern slavery or human trafficking within our operations or supply chain and continue to implement measures designed to identify and mitigate any such risks.

Governance and Accountability

Overall responsibility for this statement rests with the Group Managing Director and Senior Leadership Team. Management is responsible for:

- Reviewing modern slavery risks.
- Monitoring supplier compliance.
- Reviewing whistleblowing reports.
- Assessing effectiveness of controls.
- Approving annual updates to this statement.

Human Rights Policy

Danfloor Group respects internationally recognised human rights and is committed to operating in a manner consistent with the UN Guiding Principles on Business and Human Rights. We support:

- Freedom of association.
- Fair wages and working conditions.
- Equality and non-discrimination.
- Safe and healthy workplaces.
- Freedom from forced labour and human trafficking.
- Freedom from child labour and exploitation.

Supply Chain Overview

The Group sources materials and services from a range of suppliers including; Yarn manufacturers, Backing and coating suppliers, Chemical suppliers, Packaging suppliers Logistics providers, Professional service providers and Equipment manufacturers.

We want our customers to be confident that our business partners share the same high standards, values and commitment of treating 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.

To ensure that all those in our supply chain comply with our values we have a Supply Chain Compliance Programme that requires all suppliers to confirm that they have a slavery and human trafficking policy in place and that they require the same from their suppliers.

Risk Assessment

While we consider the risk within our direct UK and Danish workforce to be low, we recognise that modern slavery risks may arise within extended international supply chains.

Potential higher-risk areas may include: raw material sourcing, third-party logistics, imported components, labour-intensive manufacturing sectors and any contracted services.

Annual risk reviews are conducted to identify areas requiring enhanced due diligence.

Due Diligence Procedures

To identify and manage risks, Danfloor Group may undertake: Supplier onboarding reviews, Supplier questionnaires, Supplier declarations, Contractual compliance requirements, Risk-based supplier assessments, Corrective action programmes where appropriate and Periodic supplier reviews.

Where concerns are identified, suppliers may be required to implement corrective actions or risk termination of the commercial relationship. Relevant employees involved in procurement, supplier management and recruitment receive periodic awareness training regarding modern slavery risks and reporting procedures.

Whistleblowing and Reporting

Employees, suppliers and other stakeholders are encouraged to report any concerns relating to unethical employment practices, modern slavery or human rights abuses. Reports may be raised through management channels or via the Group's whistleblowing procedures without fear of retaliation.

Responsibility for overseeing modern slavery compliance rests with the Group Managing Director and senior management team, who review this statement annually.



Ian Dexter - Group Managing Director June 2026