



2026

ESG & Corporate Responsibility Policy

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ESG and Corporate Responsibility Policy

Introduction to our ESG and Corporate Responsibility Policy

Danfloor Group is committed to conducting business responsibly and sustainably. Our approach is guided by internationally recognised standards including the UN Sustainable Development Goals, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the Ethical Trading Initiative Base Code and applicable UK, Danish and European legislation.

WHO WE ARE AND WHAT WE DO

This policy applies to Danfloor UK and Danfloor A/S and reflects the shared principles and commitments of the Danfloor Group.

Danfloor are specialist manufacturers and suppliers of commercial carpets. Our products can be found within many market sectors within the UK and across Europe. In the UK we operate within multiple sectors including Healthcare, Leisure, Commercial and Education environments. Our products receive all the necessary product accreditation and certification and we strive to use material and production techniques that have minimal impact on our environment.

Our primary focus is to directly engage with all our customers, to understand their needs and requirements thus ensuring that our products and services, above all others, meet our client's expectations.

The Danfloor group consists of Danfloor UK and Danfloor A/S, based in Denmark, which is where we manufacture our products. Both companies sit within the Ulster Carpets group of companies where we share common principles and policies relating to ESG and Corporate Responsibility. Each company will also have specific individual manufacturing processes and policies.

The following set of principles which make up this ESG and Corporate Responsibility Policy relate specifically to Danfloor Group.

LOOKING AFTER EMPLOYEES



To retain loyal and productive staff, it is vital to maintain a good working environment.

As a caring Employer, we strive to provide our staff with job satisfaction, rewards for success, the opportunity to develop and we recognise the importance of supporting both physical and mental wellbeing. In this section we will highlight the policies and procedures we have put in place to ensure that danfloor offers its employees a safe, secure and rewarding working environment:

- Danfloor is an Equal Opportunities Employer as per the Equality Act 2010. We recognise that discrimination is not only unacceptable but is also unlawful. In addition, we comply with the policies laid out within the Modern Slavery Act 2015 and the Ethical Trading Initiative to ensure that not only our employees are offered safe and secure working conditions but that our suppliers also comply.
- Danfloor regularly reviews all Health and Safety policies and circulates any necessary training material to ensure the health and wellbeing of its employee's is maintained.
- Danfloor recognises the importance of delivering job specific training to all employees to ensure they are fully able to carry out their designated role. We will ensure that our employees can use their skills in the best possible manner regardless of gender, ethnicity, religion, political views, age, disability, sexual orientation, etc. Furthermore, Danfloor is keen to identify long term development needs of those employees with a potential to progress beyond their present job and to meet those needs when they are consistent with the needs of the company.
- In line with the Modern Slavery Act and the Ethical Trading initiative wages and benefits paid exceed the national minimum wage. All employees are part of the company pension scheme and private medical insurance is also available.
- We are committed to creating an inclusive workplace where all employees are treated fairly and with respect regardless of age, disability, gender, gender identity, race, religion, sexual orientation or other protected characteristics.
- All employees are issued with a Company Handbook when employment commences which outlines all the policies, requirement and benefits related to their role. Any issues that arise during their employment will be dealt with quickly and fairly in line with company policies and procedures.

LOOKING AFTER OUR CUSTOMERS

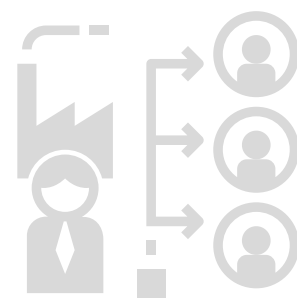
Danfloor aims to deliver products that meet our customer's specific needs. Therefore, it's important to listen to all our customers and to make sure that they have a positive and lasting impression of our business:



- We seek to develop products that contribute positively to health, wellbeing, accessibility and inclusive environments and with this in mind we are committed to providing clear and accurate product information to help customers make informed purchasing decisions.
- By focusing on quality materials to manufacture our products and by receiving industry accreditation, following rigorous product testing, we promote a healthy indoor climate for the buildings in which our products are used, thereby ensuring the health and safety of our customers.
- We regularly research and keep up to date with industry recommendations and standards to ensure our products not only comply with British Standards, but help to enhance and improve living and working environments for all.
- Danfloor complies with the GDPR and therefore only communicates with those customers that we have a legitimate business reason to do so or where that customer has made a specific request to receive company communications. Danfloor issues regular newsletters and keeps their social media followers up to date with latest industry and company news and product information. All customers are given the opportunity to opt out of marketing communications at any time.
- On an annual basis we issue a customer questionnaire to understand how are customers perceive our business and the products and services we offer. Response are collated and analysed and where necessary processes are implemented in order to improve the way we do business.

RESPONSIBLE PROCURMENT AND SUPPLY CHAIN MANAGEMENT

Danfloor Group recognises that our responsibility extends beyond our own operations and includes the suppliers, products and services that support our business activities.



We are committed to working with suppliers who share our values and demonstrate high standards of ethical business conduct, environmental responsibility and respect for human rights.

RESPONSIBLE PROCURMENT AND SUPPLY CHAIN MANAGEMENT CONT.

When selecting and reviewing suppliers, we seek to consider factors including:

- Ethical business practices
- Compliance with applicable employment and labour legislation
- Environmental responsibility
- Health and safety performance
- Quality and service standards
- Commitment to responsible sourcing and human rights

Danfloor Group maintains separate policies relating to Modern Slavery, Ethical Trading, Anti-Bribery and Corruption and Supplier Standards, which set out our specific expectations in these areas.

We aim to develop long-term relationships with suppliers who share our commitment to responsible business practices and continuous improvement.

Where concerns relating to legal, ethical or environmental compliance are identified, we will work with suppliers to encourage improvement and, where necessary, review the suitability of the ongoing business relationship.

PROTECTING THE ENVIRONMENT

Danfloor Group recognises the importance of environmental responsibility and seeks to consider environmental impacts as part of its business operations, product development and decision-making processes.

We are committed to complying with applicable environmental legislation and maintaining systems and procedures designed to support responsible environmental management.

Our approach includes:

- Monitoring and reviewing environmental aspects associated with our operations.
- Promoting the efficient use of energy, raw materials and other resources where practicable.
- Considering opportunities to reduce waste and increase reuse and recycling activities where appropriate.
- Supporting responsible purchasing decisions through the consideration of environmental factors alongside quality, performance and commercial requirements.



PROTECTING THE ENVIRONMENT CONT.

- Reviewing manufacturing and operational processes to identify opportunities for continual improvement.
- Encouraging employees to contribute to environmentally responsible working practices.

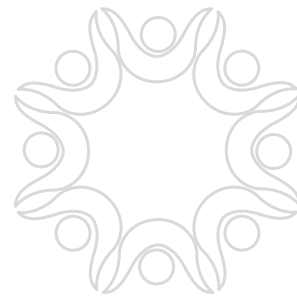
Environmental management forms an important part of our wider business strategy and we seek to balance commercial, social and environmental considerations when making business decisions.

Danfloor UK operates an Environmental Management System certified to ISO 14001 and the wider Danfloor Group is committed to maintaining procedures that support ongoing environmental performance improvement and legal compliance.

As environmental expectations, technologies and regulations continue to evolve, we will periodically review our objectives, processes and policies to ensure they remain appropriate for our business and stakeholders.

COMMUNITY ENGAGEMENT

As a business, we do what we can to support our local community and those charitable foundations that are held by associated businesses. We also aim to help by:



- Sponsorship of a monetary donation to: local charities, sports clubs, societies, youth groups, community centres, or anything else we feel appropriate.
- Supporting the surrounding community by employing local people.

MEASUREMENT

Within this document we have set out our policy, but we understand that it is important to regularly review, monitor and assess the success of these measures.

Responsibility for this policy rests with the Group Managing Director and Senior Leadership Team. This Policy will be reviewed and updated on an annual basis to include any new processes or initiatives that we deem relevant.

