

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

DEFINED
INTERIORS

This statement is made in conformance with Section 54, of the Modern Slavery Act 2015 and sets out the steps the Defined Interiors Limited has taken to ensure that slavery and human trafficking is not taking place in its business or any part of its supply chain. Defined Interiors Limited's code of conduct prohibits modern slavery. Our products are used in commercial office fit out and construction, All our employees rely on construction industry partners and suppliers nationally to help design, develop and construct our product portfolio and support our operations and network. We work with over 1,000 suppliers mainly in the UK and occasionally overseas.

We are committed to driving out acts of modern slavery and human trafficking within its business and within its supply chains, including sub-contractors and partners. All Defined Interiors Limited employees have a responsibility to comply with this policy be alert to the risks brought about by modern slavery in our business and the wider supply chain. Staff are expected to report any concerns and management are expected to act upon them.

Suppliers (including their own subsidiaries or sub-contractors) are expected to act in accordance with Defined Interiors Limited's core principles. The Defined Interiors Limited has a zero tolerance on forced labour, involuntary labour, child labour and human trafficking. We will ensure compliance through management meetings, site visits, internal and external audits. The Defined Interiors Limited has put in place fair and transparent recruitment and resourcing procedures in relation to labour practices, false employment and modern slavery in accordance with relevant legislation and standards. Defined Interiors Limited expects all suppliers to conduct right to work checks of their work-force in accordance with the Immigration, Asylum and Nationality Act 2006, which will be reinforced when a worker attends their first site induction and where their papers will be verified.

The Defined Interiors Limited will seek to work in partnership with all suppliers to combat the threat of human trafficking and modern-day slavery across the construction industry and throughout our supply chain, in accordance with the international environmental, social and ethical standards. The management of human rights risk and impact in our business operations is embedded into existing management systems and process. Our Directors are responsible for ensuring compliance with local laws and regulations. Our teams work with the business leaders to ensure compliance with this policy. All employees receive regular communications and we support regular training on human rights-related concerns.



Date: 12th February 2024

Dominic Maher (Owner of Defined Interiors)