

Modern Slavery and Human Trafficking statement

Introduction

This modern slavery and human trafficking statement is in response to section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to the actions and activities of Ultima Furniture Systems Limited (**the Company**) for the financial year ending 1 January 2022.

The Company is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have a zero tolerance towards slavery, and we require our supply chain to comply with our values.

Organisational Structure

The Company is a family-owned and managed company manufacturing bespoke kitchens and supply both the kitchen trade and direct to consumers.

All our kitchens are designed and manufactured in-house at our sites across West and North Yorkshire. However our supply chain extends UK wide and into the EU. This includes the supply of raw materials, componentry, plant & machinery, vehicles, sundry supplies and ancillary services.

Our supplier relationships are managed by our procurement team, alongside the Managing Director and company secretary.

All our delivery activities are fulfilled by our in-house distribution team.

Policies

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner.

This includes the following:

- **Recruitment and selection policy** - we conduct checks on all prospective employees to verify their eligibility to work in the UK.
- **Supplier Code of Conduct** - we operate this policy to ensure our suppliers operate in a full compliance with the laws, rules and regulations of the countries in which they operate, and to seek similar commitments across their own supply chain.
- **Whistleblowing Policy** - we operate this policy so that employees can raise concerns about how staff are being treated or practices within our business or supply chains without fear of reprisal.



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- **Staff code of conduct** - we are committed to the fair treatment of all staff. Our staff code of conduct reflects our core values and expected behaviours. The code of conduct makes it clear that we have zero-tolerance to modern slavery.
- **Procurement Policy** - we want to make sure that potential suppliers are committed to ensuring that slavery and human trafficking is not taking place within their own supply chains. Our procurement policy and supporting procedures set out controls and checks undertaken to help verify this.
- **Safeguarding Policy** - this policy highlights the potential risks of modern slavery and human trafficking, including how to identify signs of exploitation and how to report concerns.

We make sure our suppliers are aware of our policies and seek to adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- External supplier audits
- Regular visits to our suppliers, although in the current climate of COVID-19 we have not been able to travel over as regularly as we would like.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistle-blowers.

Risk and compliance

The company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping

It is our belief that the risk of modern slavery is greater in our supply chain than it is in our in-house operations. That said we will use our policies in-house and if a risk of modern slavery or human trafficking is identified we will act on this immediately.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with our supplier immediately.

Effectiveness

The Company will contact suppliers to inquire about their modern slavery practices every 12 months to measure its effectiveness and ensure that slavery and human trafficking is not placed in its business and supply chains.

This statement was approved by the Directors of Ultima Furniture Systems Limited on 22nd January 2022



Alfred Ellis

Managing Director



Clare Ellis

Director & Company Secretary.