

Modern Slavery Act Statement - 2020

Modern slavery is a crime resulting in an abhorrent abuse of human rights. It is set out in the Modern Slavery Act 2015 by the offences of 'slavery, servitude and forced or compulsory labour' and 'human trafficking'.

The Transparency in Supply Chains provision in the Modern Slavery Act seeks to address the role of businesses in preventing modern slavery from occurring in their supply chains and organisations.

Every organisation carrying on a business in the UK with a total annual turnover of £36m or more will be required to produce a slavery and human trafficking statement for each financial year of the organisation.

naughtone obligations under the Modern Slavery Act

naughtone is a designer and manufacturer of office furniture. The international side of the business is transacted through the company naughtone Ltd and Herman Miller Ltd/Herman Miller Inc.

Our supply chain includes a number of independent companies internationally who provide raw materials, components, complete product and other items required for naughtone's business needs.

Existing slavery and Human Trafficking policy

naughtone believes that conduct matters. It is important to do the right thing. Living with integrity and following a clear and ethical code has created a good business, a great place to work, and a trustworthy investment. That conduct transcends all areas of the business, including how we deal with each other internally and how we deal with customers, vendors, partners and governments.

naughtone Ltd has adopted the guidelines set out by its parent company Herman Miller which confirms that naughtone Ltd are committed to conducting its business in an ethical, legal, environmentally sustainable and socially responsible manner.

naughtone suppliers are required to ensure that they share the same ethics and principles as naughtone.

This code of conduct, together with the contractual relationship, forms the conditions of their association with us. Examples include amongst other criteria: ensuring freely chosen employment, no child labour and ensuring minimum wages are paid.

Some other relevant policies which prohibit non-compliance of modern slavery and human trafficking include:

1. HR Procedures for employees
2. Recruitment, selection and on-boarding policy
3. Policy on personal conduct

Ongoing and Development work

With the support of our partner company we continue to brief and educate our employees. This will raise awareness of Modern Day Slavery and will serve to ensure that our staff in all areas will be aware of what to look out for and have the means to report behaviour which potentially breaches Modern Slavery rules to a manager or director of the business.

A handwritten signature in black ink, appearing to read 'A. McNaught', is positioned above a horizontal line.

Signed:

Managing Director for naughtone ltd