



ANTI-SLAVERY POLICY STATEMENT

Introduction

This is the International Decorative Surfaces 2022 Modern Slavery Statement, published in accordance with the Modern Slavery Act 2015.

This statement was approved by the Managing Director, John Bagshaw on 1st August 2022.

Our Business

International Decorative Surfaces (IDS) is the UK's largest distributor of surface materials offering high pressure laminates, solid surfacing, worktops, flooring, wall and ceiling panels, panel products and composite decking with over 12,000 product lines available ex-stock. IDS employs over 500 people across 18 regional branches and operates an online e-commerce platform, making more than 2,000 daily deliveries via a fleet of over 100 vehicles, servicing 98% of UK postcodes within 48 hours. IDS pursues a sound environmental policy, with its entire product portfolio compliant with European Timber Regulations, ensuring that customers have access to an FSC® or PEFC™ certified option in each of its wood-based product categories.

Overview

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

At IDS we have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place.

We expect the same high standards from all of our contractors, suppliers and other business partners, and in our approach to tackling modern slavery throughout our supply chains. The responsibility for this sits with our Commercial Director, Andy Sutton.

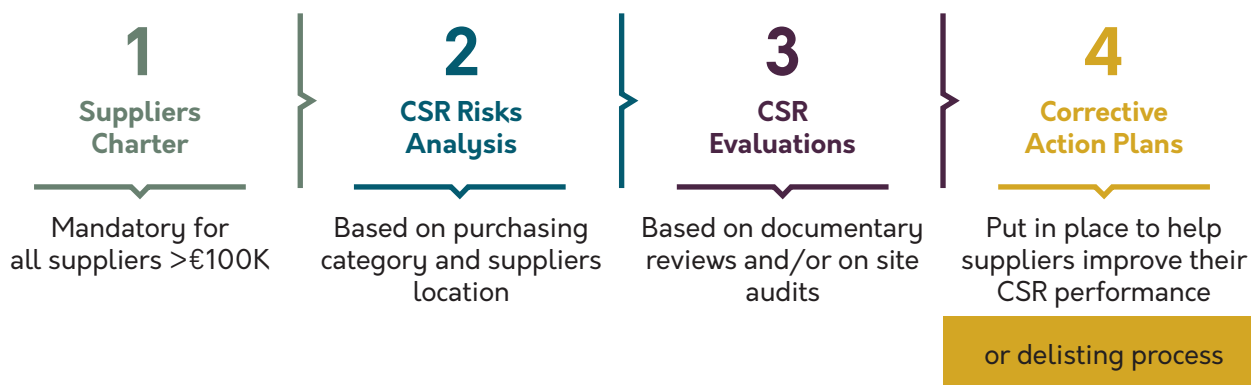
This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment and we may amend it at any time.



Risk Assessment and Management

Corporate Social Responsibility (CSR) Risks in our supply chain are identified through our responsible purchasing program which is made up of four main steps, defined by our duty of vigilance plan.



This CSR risk assessment process helps to identify poor or non-existent management policies which can be indicators of the risk of modern slavery within our supply chain. The on-site audits performed as part of the CSR evaluation may also raise suspicions of forced labour or identify a risk of exploitation.

The Suppliers Charter

The Suppliers Charter is the tool we use to obtain the commitment of our goods for resale suppliers on a series of key themes; respect for the right to development, employee rights, health and safety, legality and the environment.

Its signature is an essential condition for obtaining a commercial partnership with IDS and it is mandatory for suppliers representing more than £100,000 of spend.

Our Buyers agree to our Purchasers Charter, in which they commit to principles of behaviour and business rules.

Governance

Overall accountability for modern slavery within our operations sits with the Board, led by John Bagshaw, Managing Director.

IDS has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.



Compliance with the policy

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify your line manager or HR as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

Please speak to your line manager or HR immediately, or report it in accordance with our Whistle Blowing Policy if you believe any of the following apply:

- You are unsure about whether a particular act, the treatment of workers more generally or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery
- You believe you have suffered such treatment
- You believe or suspect a breach of this policy has occurred or that it may occur in the future.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure.