

EGE CARPETS ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

Ege Carpets is one of Europe's leading carpet manufacturers. From May 1, 2021, our organisational structure changed from a group of 4 individual brands to one-brand: Ege Carpets. We currently have 5 production facilities, named after their location:

- Herning Nord (DK)
- Herning Syd (DK)
- Gram (DK)
- Røjle (DK)
- Litspin (LT)

Besides from the production facilities, we have 11 subsidiaries, including the UK, and agents and distributors in +50 countries. Worldwide, Ege Carpets has 585 employees.

We wish to demonstrate active and long-term responsibility for our impact on the world around us. This includes respecting human rights as stated in our Ege Carpets [CSR Policy](#). Through our Ege Carpets [Supplier Code of Conduct](#) we work to ensure that no forced labour, child labour or discrimination take place within our value chain.

It is our objective to be the carpet manufacturer in the world with the best CSR record. This includes running every aspect of the business on an honest and ethical basis. We will ensure good employment conditions and labour practices internally in our own organisation, and externally in the supply chain. We have taken the following steps to ensure that there is no modern slavery and human trafficking in any part of our business and supply chain.

- In 2010 Ege Carpets endorsed the UN Global Compact.
- Our Ege Carpets [CSR Policy](#) states that we will respect and support human rights and take steps to avoid human rights violations within our value chain.
- Herning Nord and Gram are DS 49001 certified (the Danish version of ISO 26000); an extensive CSR management system. In August 2022, Herning Syd and Røjle will be certified in DS 49001 as well.
- We are actively engaged in supply chain management of 141 key suppliers, service suppliers and other suppliers.
- All suppliers are risk-assessed, based on their geographical location and a self-assessment, we ask them to carry out. The suppliers have received Ege Carpets [Supplier Code of Conduct](#) for acceptance and signature.
- Our high-risk suppliers are placed on a Watch-list and follow up will be carried out through dialogue, increased demands, onsite visits or

audits. If nonconformities to our [Supplier Code of Conduct](#) appear, the supplier is told to rectify the issue.

- All subsidiaries, agents and distributors connected to Ege Carpets have received our Code of Conduct for partners for acceptance and signature. This Code of Conduct focuses less on the environment and more on human rights and labour practices.
- All suppliers of manpower at Ege Carpets have received information for acceptance and signature about our CSR Policy and obligations of the supplier regarding e.g. human rights and workers' rights.
- The suppliers of manpower are subject to internal audits from time to time. During the audit human right risks and labour risks are assessed.
- Our Code of Conduct for customers, that purchase or take excess materials from our production sites to recycle or reuse it, set strict demands about human rights and workers rights, including prohibition of forced or involuntary work, child labour and discrimination.
- Our whistleblower scheme makes it possible for employees and other stakeholders to report any experienced or suspected illegal activity or irregularity within the Group anonymously.
- In 2020 we finished implementation of UN Guiding Principles in our business and operations.

Improvements carried out in 2021/2022:

In 2021/2022 we have increased the number of suppliers in our supply chain management system from 135 to 141 suppliers. 114 of the suppliers have signed our Code of Conduct, while 24 have sent their own instead. 122 suppliers have carried out the self-assessment. Two suppliers have not answered yet or delivered sufficient information to us. We continue the work to get them onboard.

We have no other initiatives regarding anti-slavery and human trafficking. However, we continuously carry on with the existing activities mentioned above.

This statement is made under section 54(1) of the Modern Slavery Act 2015. It constitutes Ege Carpets slavery and human trafficking statement for the financial year May 1, 2021 to April 30, 2022. The turnover of the Group exceeds £36 million for that period.

This statement is approved by the CEO of Ege Carpets and applies to the entire group. It will be reviewed and updated on an annual basis.

For more information about Ege Carpets work with CSR, please check our [Sustainability Report](#).

Herning, 5 July, 2022



Rune Stephansen
CEO

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