

Responsible Sourcing and Modern Slavery
Statement (updated March 2019)



Supply Chain Description

- Manufacturer, sells to
- Karndean, sells to
- Retailers & Contractors, sells to
- End users

As a business, we take our responsibilities seriously. Respecting human rights is fundamental to how we operate.

Our position on responsible sourcing in respect of slavery and human trafficking is set out below.

This is our third Modern Slavery statement and sets out procedures and actions undertaken to ensure modern slavery does not take place within our business or our supply chain.

Over the last 12 months we have again received positive responses from our major suppliers confirming that their actions are and shall continue to be in line with Karndean's Code of Conduct on Ethical Sourcing as a very minimum. Furthermore, we have agreed that this affirmation will be given by each of our major suppliers and manufacturers annually in relation to upholding Anti-Bribery laws and abiding by the Modern Slavery Act.

Karndean Management are fully committed to the following principles.

- Opposition to the exploitation of children and young people under the age of 15. Children must not be denied education and their health and safety must be protected.
- Karndean will not tolerate the exploitation of workers; forced labour or any labour that involves any harassment or intimidation of any kind.
- Karndean opposes the exploitation or discrimination of any vulnerable group.
- Suppliers shall adhere to all national labour laws and relevant ILO conventions
- Suppliers must make every reasonable effort to ensure a safe and hygienic working environment including the provision of personal protective equipment where necessary and access to sanitary facilities and potable water.
- Suppliers shall recognise the rights of workers to freely join associations which can collectively represent their interests.
- Wages and salaries shall be at least comparable to locally benchmarked industry norms or national legal requirements whichever is higher. Deductions from wages other than those required by national law shall not be made without the consent of the worker concerned.
- All workers must be supplied with simple written contracts detailing the terms and conditions of their employment.
- Suppliers must comply with national and/or local laws in respect of avoiding employment of workers who do not have the legal right to work.

v.3 Approved and signed by Paul Barratt, Managing Director – March 2019