

GLOSTER FURNITURE LIMITED MODERN SLAVERY ACT STATEMENT

INTRODUCTION

At Gloster, we believe we have a responsibility to ensure that our business is conducted in an ethical way and we actively engage to address social issues.

As part of this process, we have in place a Modern Slavery and Human Trafficking Policy (the "MSA Policy") which seeks to identify and manage risk in our business and supply chains.

ORGANISATION'S STRUCTURE

Our company in the UK is a small organisation, which employs 11 staff, of which we have a CEO, CFO, Marketing Manager and Supply Chain Manager.

SUPPLY CHAIN

Gloster's policy is to evaluate potential supply chain customers before they enter the supply chain, and on an ongoing basis throughout their relationship with the company.

DUE DILIGENCE

For further information on supplier due diligence, please refer to our MSA Policy. In summary, as part of our initiative to identify and manage risk:

- We are looking to build and improve our systems to better (a) identify, assess and monitor potential higher risk areas in our supply chains, (b) mitigate the risk of slavery and human trafficking occurring in our supply chains through enhanced contract term controls (to the extent appropriate and obtainable), (c) train our employees as to these risks and the need to manage them and (d) protect whistle blowers.
- Where possible, we build long-standing relationships with reputable suppliers and ensure that expectations of business behaviour are both clear and consistent.
- To the extent possible with regard to Gloster, our point of contact is preferably with companies who we expect to have suitable anti-slavery and human trafficking policies and processes. We will communicate our expectation that suppliers must prohibit modern slavery and human trafficking in the supply chain and will adopt a 'one-up' due diligence on the next link in the chain.

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IMPLEMENTATION

Gloster's company directors and senior management ("Management") shall take responsibility for implementing our MSA Policy and the objectives considered in this statement.

The Supply Chain Manager will monitor progress of our efforts in this area and issues (should they arise) and report back to the Management directly.

EFFECTIVENESS

We use the following key performance indicators ("KPIs") to measure how effective we have been to deal with slavery and human trafficking in any part of our business or supply chains:

We will monitor our performance against the following:

- Training on modern slavery (see below);
- Implementing a Modern Slavery and Human Trafficking Policy;
- Developing a system for supply chain identification, including adding modern slavery enquiries and controls to our Vendor Management and Procurement Policies; and
- Reviewing our existing supply chains.

MONITORING AND REPORTING

If issues are identified in relation to modern slavery, these will be immediately reported to the Management.

More general issues in relation to the running of this policy will be reported back to the Management on an annual basis.

This statement will be reviewed annually and published on our website – www.gloster.com.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.