



WHITEMEADOW

Modern Slavery Statement 2025



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Introduction

We recognise the growing global concerns surrounding Modern Slavery, given the rapid rise in global migration, existing in every region in the world and in every type of economy, whether industrialised, developing or in transition. We understand that these issues are not confined to any one sector or region and that Modern Slavery can take many forms, including human trafficking, slavery, servitude, forced labour and exploitation.

At Whitemeadow Furniture Limited, we have a zero-tolerance approach to Modern Slavery in any form, whether within our own operation or in the wider supply chain. We are committed to acting ethically and with integrity in all our business relationships, implementing effective systems and controls to ensure that Modern Slavery does not take place within our operation. We recognise our responsibility to be vigilant to the risks of Modern Slavery, in our business and the wider supply chain and to ensure these risks are properly addressed. Employees are expected to report any concerns they have, and managers are expected to act upon them promptly and effectively.



Our Business

Established in 1994 Whitemeadow Furniture Limited is now one of the leading upholstered furniture manufacturers in the UK. With an annual turnover of circa £54 million we design, manufacture and deliver an extensive range of upholstered furniture to our retail customers. All of our products are handmade to order at our 4 manufacturing sites all within a 3-mile radius of our Head Office in Sutton in Ashfield, Nottinghamshire. We employ over 400 people throughout our business.



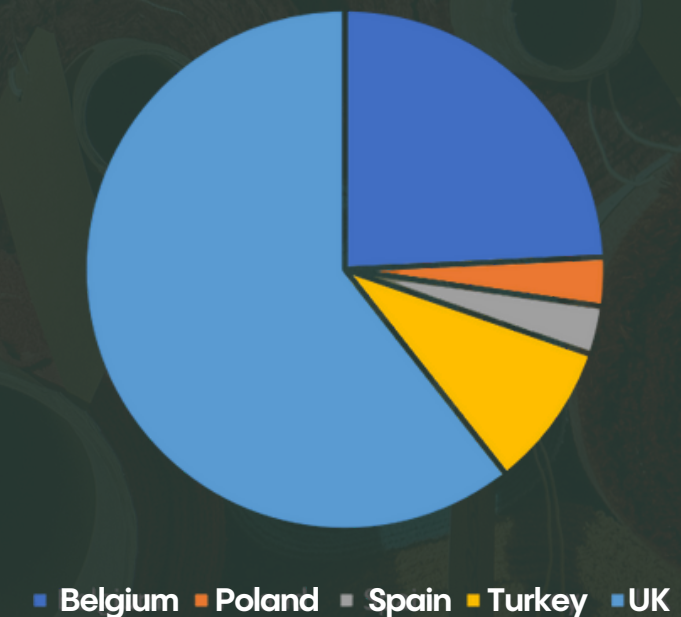
Our Supply Chain

We have a close and long-term relationship with a small number of Tier 1 suppliers and from our top 50 suppliers 20 are based in the UK. We have mapped our supply chain to assess geographical risk and although the UK is considered low risk of slavery based on our action taken to address Modern Slavery, we understand due to the nature of products within our supply chain there could be a potential risk of modern slavery. With the addition of conflict and displacement of nationals across Eastern Europe trafficking has been identified emphasizing that, as an organisation, due diligence is required on Modern Slavery by auditing our providers.

As a business we understand that the cost-of-living crisis has impacted modern slavery, resulting in inequality increasing the likelihood of exploitation across Europe. Through auditing our supply chain, we can clarify if our suppliers are a living wage employer and can provide regular employment limiting the risk of exploitation.

We have noted that Turkey (Türkiye) has again been identified as a country at high risk of slavery accordingly to the Global Slavery Index 2025. Recognising the extremely complex nature of Modern Slavery, we recognise the importance of collaboration with others including Stronger Together and SMETA, allowing us to review our supply chain and alleviate modern slavery.

Countries in which our top 100 suppliers operate



In addition:

We have previously written to our top 50 suppliers servicing all areas of our business to raise awareness of the Modern Slavery Act, which affirms our zero-tolerance approach to human rights abuse.

Training and awareness

We firmly believe that education plays a fundamental role in the prevention of Modern Slavery. As part of our commitment, we deliver targeted training to enhance awareness and understanding of the risks associated with Modern Slavery within our operations and supply chain.

Key Managers and Directors have been given relevant Modern Slavery training including Tackling Modern Slavery in Global Supply Chains in conjunction with Stronger Together a leading independent organisation

We have established an E-Learning Platform, rolled out to all employees which features a dedicated module on Modern Slavery Awareness. This is accompanied by an in-house awareness programme delivered through internal communications, induction training and company policies. These initiatives help employees understand what Modern Slavery is, how it can occur in businesses like ours, how to identify the signs of hidden labour exploitation and what actions can be taken to protect vulnerable individuals.

In support of our ethical business practices, we adhere to the Ethical Trading Initiative (ETI) Base Code, which is founded on internationally recognised labour standards. The Code outlines key principles, including freely chosen employment, freedom of association, safe and hygienic working conditions, the prohibition of child labour, payment of living wages, reasonable working hours, non-discrimination, secure employment working relationships and the prohibition of harsh or inhumane treatment. We are committed to promoting fair, ethical and respectful treatment of all workers across our business and supply chain. To support this commitment, we provide training and raise awareness among our employees to ensure they understand the risks of exploitation and the importance of upholding ethical labour standards

Assessment of Effectiveness

We understand that Modern Slavery risk is not static and will continue our commitment to a zero tolerance approach within our operation and supply chain. In order to assess the effectiveness of the measures taken by Whitemeadow we will be reviewing the following key performance indicators and reporting on them in future Modern Slavery Statements:

- RE Audit any suppliers
- Staff training levels
- Supplier engagement and awareness
- Action taken to strengthen supply chain verification

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Whitemeadow Furniture's Modern Slavery statement for the financial year ending 31st December 2024. The statement is signed on behalf of the Board of Directors of Whitemeadow Furniture Limited by Andy Kitchen, Chief Executive Officer



Andy Kitchen
CEO

Date: 17/06/2025

