

MODERN SLAVERY POLICY STATEMENT

Introduction

This Modern Slavery Policy Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 March 2024.

Alba Beds Ltd ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organizational Structure

Alba Beds Ltd has business operations in the United Kingdom.

We operate in the manufacturing and wholesale sectors. The nature of our supply chains is as follows: We work with several key direct suppliers who provide us with goods such as springs, timber, mattress fillings, foam, fabrics and imported furniture such as wardrobes, chest of drawers, metal beds and pine beds.

For more information about the Company, please visit our website: www.albabeds.co.uk.

Policies

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- **Supplier code of conduct** - We operate this policy to ensure our suppliers operate in full compliance with the laws, rules, and regulations of the countries in which they operate, and to seek similar commitments across their own supply chain.
- **Staff code of conduct** - We are committed to the fair treatment of all staff. Our staff code of conduct reflects our core values and expected behaviors. The code of conduct makes it clear that we have a zero-tolerance approach to modern slavery.
- **Safeguarding policy** - This policy highlights the potential risks of modern slavery and human trafficking, including how to identify signs of exploitation and how to report concerns.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.

Our due diligence procedures aim to:

- Identify and act on potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

Risk and Compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its global supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We consider that we operate in a high-risk environment because our global supply chain includes countries such as China/Turkey and in a high-risk industry, such as manufacturing. Our UK supply chain relies on importing raw materials from high-risk countries such as China.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will require that supplier to remedy the non-compliance.

Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will train our staff about modern slavery issues and increase awareness within the Company.
- We will carry out a regular audit of suppliers – 80% of our supply chain is audited.

Training our staff

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the Company.
- What external help is available.

The statement was approved by the board of directors.



Mohammed Khan, Director
Alba Beds Ltd

Date: 31/03/2024