

## Introduction

This Modern Slavery Statement is made in accordance with Section 54 of the UK Modern Slavery Act 2015 and sets out the steps taken by Gabriel Holding A/S and its subsidiaries Screen Solutions Ltd. (UK) and Gabriel (2017) Ltd. (UK) in this regard during the financial year ending 30 September 2020 and further sets out priorities going forward.

The statement should be regarded as complementary to the annual Statutory Statement on CSR (Sustainability Report) and provides an overview of Gabriel's policies and framework of measures to prevent modern slavery, including forced labour, bonded labour, child slavery and human trafficking, from occurring within any part of our business and supply chain.

## Key Actions 2019/20

In 2019/20 we initiated the following actions relevant to the Modern Slavery Act:

- We reviewed our Supplier Code of Conduct applicable to all our business partners and have prioritized auditing main suppliers of yarn and furniture components.
- We have started the implementation of our new Code of Conduct on Group level.
- We took steps to develop separate and formalised policies on Anti-Bribery and Human Rights, along with other policies supporting our Code of Conduct – these will be finalised in 2021.

You can find more information on our business and conduct in our annual report 2019/20 and in our Sustainability Report 2019/20.

## Our Business and Supply Chain

Gabriel is a global company with more than 160 years of experience of developing and manufacturing upholstery fabrics for furniture, components, upholstered surfaces and related products and services as well as being an innovative and value-adding partner to our customers in the entire value chain from concept to furniture, specialising in cutting, sewing and upholstering of furniture and furniture components.

Our core products are manufactured at our Gabriel facilities in Lithuania, Poland, USA, UK and Mexico, and our main suppliers are predominantly located in Europe and China.

We employ above 1,000 people in more than 15 countries globally and an estimated 2,000 people through our suppliers.

## Our Policies on Modern Slavery

Our policies supporting our efforts on modern slavery and human trafficking are an integral part of our Supplier Code of Conduct. These policies cover topics such as human rights, labour standards and anti-corruption.

Publishing the first Supplier Code of Conduct over a decade ago, Gabriel has long been aware of the issue of forced labour and human trafficking occurring across the world.

As stated in our Supplier Code of Conduct Gabriel supports and respects internationally recognised human rights including labour rights by adhering to the 10 UN Global Compact principles. As we expand our global presence through organic growth and acquisitions, we want our employees and business partners to act responsibly guided by our Supplier Code of Conduct.

To support our efforts on modern slavery and human trafficking we implemented in 2019 our Whistle-Blower Policy and our Whistle-Blower Hotline giving Gabriel employees and business partners the opportunity to report criminal offences and other serious violations of laws and regulations conducted by Gabriel employees or third parties interacting with Gabriel.

Other policies and procedures supporting our efforts:

- Diversity Policy
- Sustainability Policy (CSR)
- Recruitment processes

## Risk Assessment and Due Diligence

Gabriel has successfully standardised monitoring and compliance for all suppliers through the group management system thereby securing full due diligence and compliance.

Through our own organisation and supply chains we source raw materials, components, and services for the production of Gabriel products, with manufacturing in 6 countries. We always strive to find and work with business partners who conduct themselves in ways consistent with Gabriel's own values and high ethical standards.

As a part of our supplier assessment programme and our Supplier Code of Conduct we are explicitly expecting our business partners not to use forced or compulsory labour nor child labour in any of their operations. At the same time, it is the responsibility of the business partner to ensure that their sub-suppliers also adhere to the same principles.

To ensure that slavery and human trafficking risks are identified, assessed and addressed, we have implemented a number of processes and procedures, dependent on which Gabriel business unit the supplier is connected to.

Our efforts regarding modern slavery and human trafficking form part of Gabriel's overall integrated approach to sustainability and corporate social responsibility.

## Audits

As a part of the Gabriel group management system we have audit programmes where audits of suppliers are carried out by the Gabriel QEP department. In 2019/20 fewer physical audits were conducted across the supply chain due to travel restrictions brought on by the global corona pandemic. Most audits were carried out through Teams meetings with the management teams, focusing on main suppliers of yarns and furniture components.

Our biggest exposure to modern slavery is identified as our supply chain, where we are constantly working with our suppliers to minimize the risk of modern slavery. The areas we have identified as the most likely form of slavery and human trafficking within our supply chain are: specifically forced labour, child labour and exploitative labour practices in various countries.

During 2019/20 there has been no reports through the Whistle-Blower Hotline.

## Training

At Gabriel, all the purchase managers receive instructions on how to apply our purchasing standards including the Supplier Code of Conduct, in the selection and evaluation of Gabriel's suppliers, including the group management system structuring the supplier assessment programme and audits.

## Next Steps

In 2020/21 we will initiate several activities to support our internal procedures in prevention of modern slavery:

- Finalize and implement policies on Group level replacing local policies:
  - Anti-Bribery Policy
  - Human Rights Policy

This statement was approved by the Board of Directors in Gabriel Holding A/S and has been signed by the CEO on behalf of the Board of Directors.



Anders Hedegaard Petersen, CEO

10 March 2021