



Modern Anti-Slavery Policy

This is a statement made on behalf of Adams Blinds® with regards to the UK Modern Slavery Act 2015 which requires employers to be transparent about their efforts to eradicate slavery and human trafficking in their supply chain.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business.

We procure a range of goods and services from third party suppliers who may, in turn, enter into sub-contracts with their suppliers. We may also, from time to time, outsource some of our back-office functions to suppliers.

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in our business and to implementing and enforcing effective systems and controls.

All Adams Blinds® employees and contractors are required by company policy to comply with applicable local law.

Our employees are encouraged to identify and report any potential unethical practices via our policy of no retaliation, we have in place protection for individuals against any adverse employment action including separation, demotion, suspension or loss of benefits.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Adams Blinds®'s slavery and human trafficking.

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