

## COMPANY STANDARD

### Modern Anti-Slavery and Human Trafficking Policy

#### Introduction

Emergent Crown Contract Office Furnishings Limited (Emergent Crown) recognises and welcomes the Modern Slavery Act 2015 and the duty it places on organisations to disclose publicly the steps they are taking to prevent modern slavery within the business and their supply chains. Emergent Crown has a zero-tolerance approach to modern slavery and is committed to improve its practices by acting ethically and with integrity to ensure that modern slavery and human trafficking does not exist anywhere within the organisation or is in anyway associated with the business.

#### Our Business

Emergent Crown is a family-run business that has been manufacturing, sourcing and supplying goods and services since 1988. We specialise in providing quality ranges of ergonomic products, which are robust enough to stand the test of time. We currently employ around 25 individuals who assist us to achieve the aims of our business and to deliver and regularly exceed the high levels of service that our customers have come to expect.

#### Due diligence, risk assessment and auditing

Emergent Crown considers its position within the market as low to medium risk in relation to Modern Slavery. The company recognises that although comprehensive practices are in place to ensure that modern slavery does not exist within direct recruitment and employment, the very nature of the business is complex when considering the extended supply chain. Emergent Crown is insistent that all large companies associated with the business adhere to section 54 of the Modern Slavery Act and that smaller companies abide by the principles and policies in operation. Accordingly Emergent Crown expects its sub-contractors to ensure that modern slavery also does not exist within their own supply chain. Where issues are identified that are not resolved to our satisfaction, we review the on-going nature of the relationship with that relevant organisation.

#### Our policies and procedures

Emergent Crown adopt many procedures that assist with our management of potential modern slavery and human trafficking issues, details of which can be found within our Company Employee Handbook. These procedures are located within the following sections: Pre-Employment Checks, Public Interest Disclosure (Whistle-Blowing) and Corporate Social Responsibility.

#### Responsibility Statement

In order to address modern slavery directly, and despite the fact that the Company falls below the required threshold detailed under Section 43 of the Modern Slavery Act 2015, Emergent Crown is implementing a dedicated Modern Slavery Policy that sets out the company's position in relation to modern slavery. The policy is designed to set out the requirements the company has on entering into contractual relationships with others and ensures that its employees are aware of their responsibilities in working to ensure modern slavery does not exist anywhere within the company. Emergent Crown is committed to training its employees to recognise potential situations of modern slavery and procedures to report their concerns. Training is provided at induction and refresher training via seminars, departmental meetings and on-going progression training for their position.

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#### Moving forward

Emergent Crown is committed to ensure modern slavery does not exist within its organisation by improving its current practices, adapting existing procedures, creating new policy and continuing to educate its employees. The board of Directors have set targets for the forthcoming year which include the following:

- To formulate and issue company-wide a dedicated 'Modern Slavery and Human Trafficking' policy, this to be included within the Employee Handbook.
- To adapt and improve existing key policies and procedures as necessary to address modern slavery issues.
- To provide refresher training for our employees on identifying any potential unlawful or unethical conduct within our operations and supply chain and how to report their concerns.
- To ensure that all applicable sub-contractors have a signed statement and policy to abide by the Modern Slavery Act or for smaller organisations to agree to comply with the policy and procedures of Emergent Crown.
- To audit our policies and procedures to ensure effectiveness and best practice in addressing risk of modern slavery within our operations.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Emergent Crown Contract Office Furnishings Limited Modern Slavery and Human Trafficking statement for the financial year ending 31st December 2023.

This statement was approved by Emergent Crown Contract Office Furnishings Ltd.'s board of directors on 2nd January 2024.

Signed by: Philip Gill, Director



Date: 2nd January, 2024

Issued by:	Director	Approved by:	
Issue Date:	02/01/24	Review Date:	01/01/2025