

Revision: 005	<b>Modern Slavery Act 2015 Policy Statement</b>	Ref: BMSF323
		February 2024



## Scope

This statement is made as part of **Komfort Partitioning Limited** commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how **Komfort Partitioning Limited** operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with Part 6: Transparency in Supply Chains Etc. Section 54 of the Act.

## Our Business

Komfort Partitioning Limited is a limited company operating in the design, manufacture, and installation of commercial and industrial partitioning systems. We have sought assurance from our Shareholders that we (below £36 million annual turnover) regarding their position safeguarding against Modern Slavery.

**Who we work with** - Nominated supply chains related to our business needs.

## Our Policies

**Komfort Partitioning Limited** has a modern slavery policy. In addition, **Komfort Partitioning Limited** has the following policies which incorporate ethical standards for our staff and our suppliers.

- BMSF310 Equality and Fair Treatment Policy

### 1 Policy development and review

Policies are established by our board of Directors, based on advice from HR professionals, and industry best practice. We review our policies annually or as needed to adapt to changes.

### 2 Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply to us, in order to investigate any complaints.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.

Our staff are encouraged to bring any concerns they have to the attention of the appropriate manager/supervisor.

### 3 Our Performance

As part of monitoring the performance of **Komfort Partitioning Limited** we track the following general key performance indicators:

- Where companies are based and workers are supplied from.
- Also, we thoroughly check documentation relating to the temporary worker- age etc.

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our board of Directors.

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements
- the level of modern slavery training and awareness amongst our staff

We benchmark our indicators against industry best-practice in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

### 4 Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have.

### 5. Document Approval

Signed: .....  .....

Print: ..... Steven Eyles.....

Position: ..... Managing Director.....

Dated: ..... February 2024.....

Next review date: ..... February 2025.....

Revision	Details of Revisions	By Whom	Date
01	First issue Board approved	Paul Allen	December 2019
02	Approval	Justin Hunter	January 2020
03	Annual Review	Steve Eyles	September 2021
04	Annual Review	Steven Eyles	September 2022
04	Annual review no changes	Steven Eyles	October 2023
05	Reviewed to comply 36 million threshold.	P.Allen	February 2024