

EGE GROUP ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

ege Group is one of Europe's leading carpet manufacturers with four individual brands and six production facilities:

- Ege Carpets with production in Herning (DK), Gram (DK) and Lithuania (LT)
- Hammer Carpets with production in Herning (DK)
- Bentzon Carpets with production in Røjle (DK)
- Carpet Concept with production in Münchenbernstorf (DE)

As the only brand in the Group, Ege Carpets has 11 subsidiaries, including the UK, and agents and distributors in +50 countries. Worldwide, ege Group has 693 employees.

We wish to demonstrate active and long-term responsibility for our impact on the world around us. This includes respecting human rights as stated in our ege Group [CSR Policy](#). Through our ege Group [Supplier Code of Conduct](#) we work to ensure that no forced labour, child labour or discrimination take place within our value chain.

It is our objective to be the carpet manufacturer in the world with the best CSR record. This includes running every aspect of the business on an honest and ethical basis. We will ensure good employment conditions and labour practices internally in our own organisation, and externally in the supply chain. We have taken the following steps to ensure that there is no modern slavery and human trafficking in any part of our business and supply chain.

- In 2010 Ege Carpets endorsed the UN Global Compact. In 2018, the rest of our brands endorsed UN Global Compact.
- Our ege Group [CSR Policy](#) states that we will respect and support human rights and take steps to avoid human rights violations within our value chain.
- Ege Carpets in Herning and Gram are DS 49001 certified (the Danish version of ISO 26000); an extensive CSR management system. The CSR-certificate covers 2 of the 6 production facilities in the Group.
- We are actively engaged in supply chain management of 110 key suppliers, service suppliers and suppliers from whom we purchase above DKK 1 mio.
- All suppliers are risk-assessed, based on their geographical location and a self assessment, we ask them to carry out. The suppliers have received ege Groups [Code of Conduct](#) for acceptance and signature.
- Our high-risk suppliers are placed on a Watch-list and follow up will be carried out through dialogue, increased demands, onsite visits or audits. If nonconformities to our Code of Conduct appear, the supplier is told to rectify the issue.

- All subsidiaries, agents and distributors connected to Ege Carpets have received our Code of Conduct for partners for acceptance and signature. This Code of Conduct focuses less on the environment and more on human rights and labour practices.
- All suppliers of manpower at Ege Carpets have received information for acceptance and signature about our CSR Policy and obligations of the supplier regarding e.g. human rights and workers' rights.
- The suppliers of manpower are subject to internal audits. During the audit human right risks and labour risks are assessed.
- Our whistleblower scheme makes it possible for employees and other stakeholders to report any experienced or suspected illegal activity or irregularity within the Group anonymously.
- In 2020 we finished implementation of UN Guiding Principles in our business and operations.

Improvements carried out in 2019/2020:

- Risk analysis carried out at all production facilities and individual improvements suggested.
- Supplier Management System is now fully implemented. This makes it easy to risk assess suppliers and implement UN Guiding Principles through self-assessments and closer control of suppliers.
- 98% of all suppliers have accepted and signed our Supplier Code of Conduct, or sent their own, which we have approved.
- New Code of Conduct developed and implemented for customers that purchase or take excess materials from our production sites to recycled or reuse it. The Code of Conduct set strict demands about human rights and workers rights, including prohibition of forced or involuntary work, child labour and discrimination.

This statement is made under section 54(1) of the Modern Slavery Act 2015. It constitutes our Group's slavery and human trafficking statement for the financial year May 1 2019 to April 30 2020. The turnover of the Group exceeds £36 million for that period.

This statement is approved by the ege Group's Executive Team and applies to all organisations within the Group. It will be reviewed and updated on an annual basis.

For more information about ege's work with CSR, please check our ege Group [CSR Report](#).

Herning, 2 July, 2020


CEO John Vestergaard


CCO Svend Aage Færch Nielsen

ege

Bentzon Carpets

HAMMER
CARPETS

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