

# 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:

- egetæpper with production in Herning (DK), Gram (DK) and Lituania (LT)
- Hammer Carpets with production in Herning (DK)
- Bentzon Carpets with production in Røjle (DK)
- Carpet Concept with production in München Bernstorff (DE)

As the only brand in the Group, egetæpper has 13 subsidiaries, including the UK, and agents and distributors in 57 countries. Worldwide, ege Group has 721 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 egetæpper indorsed the UN Global Compact. In 2018, the rest of our brands indorsed 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.
- egetæpper 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 113 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 egetæpper 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 egetæpper have received information for acceptance and signature about our CSR Policy and obligations of the supplier with regard to 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.
- It is our declared objective to implement the UN Guiding Principles before 2020.

## Improvements carried out in 2018/2019:

- The new Group structure has enabled us to focus on human rights and social responsibility in all brands.
- New ege Group CSR Policy implemented to make sure everybody in the Group follow the same guidelines.
- All brands in ege Group have joined UN Global Compact.
- Risk analysis carried out at all production facilities and individual improvements suggested.
- Implementation of new Supplier Management System, which makes it easier to risk assess suppliers and help us implement UN Guiding Principles through self-assessments and closer control of suppliers.
- New and stricter ege Group Code of Conduct implemented. The Code of Conduct is based on UN Global Compact, UN Guiding Principles, International Bill of Human Rights etc. It also describes the importance of working with due diligence processes in the supply chain.
- "Letter of concern" sent to all transport suppliers to make sure they understand that we do not accept any kind of slavery, human trafficking or lack of respect for human rights and workers rights.
- All transport suppliers have been asked not to use a specific Danish transport sub-supplier, who are facing charges for slavery and lack of respect for human rights and workers rights.
- The Danish transport supplier, referred to above, have been banned from unloading at our production facilities.

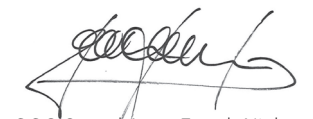
This statement is made under section 54(1) of the Modern Slavery Act 2015. It constitutes our Group's slavery and human trafficking statement for the financial year 1 May 2018 to 30 April 2019. The turnover of the Group exceeds £36 million for that period.

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, 5 July, 2019

  
CEO John Vestergaard

  
CCO Svend Aage Færch Nielsen