



The Modern Slavery Act 2015 requires commercial organisations of a certain size, operating in the UK and supplying goods and services from or to the UK, to publish a slavery and human trafficking statement each financial year, setting out the steps which they have taken to ensure that there is no slavery or human trafficking in their business or supply chains. This statement relates to actions and activities during the financial year 01 October 2015 to 30 September 2016.

Buoyant Upholstery build over a century's worth of knowledge, experience and quality into every piece of furniture we make. We never stray from the guiding principles that have helped us get to where we are today: making the best products, offering outstanding service. As part of the UK furniture manufacture, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Buoyant Upholstery Ltd. recognises the responsibility it has, along with its suppliers, to operate in an ethical manner. As part of this responsibility, we acknowledge the requirements of the Modern Slavery Act 2015. Therefore, Buoyant Upholstery Ltd. is working to ensure that there is sufficient transparency both within the organisation itself, and within its supplier base. Also, we are working with the main UK Brands closely with a new Programme Audit – Fast Forward which started in 2015 in UK. Our organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

We are currently reviewing our entire procurement process and will be introducing specific measures to ensure that our obligations under the Act are passed through the supply chain. The organisation's due diligence and reviews include:

- Warranties that no slavery is used anywhere in the supplier's business or by any of the supplier's in its supply chain;
- A contractual right to request compliance related information and the right to audit suppliers at our discretion. This includes a request that our suppliers comply with our Code of Conduct and that they also to complete a self-assessment questionnaire.
- Any new supplier introduced into our supply chain will only be introduced following consideration of the potential risk of modern slavery being present in the supply chain. Consideration will be made to assess the suppliers depending on the following types of risk
 - country risk: countries where the supplier operates or has dealings that are vulnerable to slavery or human trafficking;
 - business or transaction risk: where the particular client or suppliers relationships or transactions are susceptible to slavery and human trafficking.

- We have a zero tolerance to slavery and human trafficking. We expect all those in our supply chain to uphold and comply with our values.

Buoyant Upholstery Ltd. wants its customers to be confident that both Buoyant Upholstery Ltd. and its business partners treat their employees fairly, with respect for their human rights. If a problem is identified we will work together with the supplier to address any areas of concern, and if necessary will remove them as a supplier.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Buoyant Upholstery Ltd. slavery and human trafficking statement for the financial year ended 30 September 2016.

This statement has been approved by the organisation's board of directors, who will review and update it annually.

A handwritten signature in black ink, appearing to read 'Glen Ainsworth', written in a cursive style.

Glen Ainsworth
Development Director

15th February 2017