Modern Slavery Policy

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1.0 Policy

Dams Furniture Limited (including Dams Holdings) cares about our people and communities. As a responsible employer, we recognise both our statutory duties and moral responsibilities to ensure all employees either direct or through our supply chain are protected in line with the Modern Slavery Act 2015.

Modern slavery encompasses slavery, forced and compulsory labour and human trafficking, whereby individuals are deprived of their freedom and are exploited for commercial or personal gain (as defined in the Modern Slavery Act 2015).

Dams has a zero-tolerance approach to modern slavery.

Dams Furniture is committed to combatting slavery and human trafficking and acting with integrity in operations, relationships and supply chains. We expect the same high standards from all employees, agency workers, suppliers, contractors and other associated organisations. As part of our terms and conditions of business, we require compliance with this policy and the Modern Slavery Act 2015. We expect that our suppliers hold their own suppliers to the same high standards.

2.0 Scope

This policy applies to all of Dams Furniture Limited and Dams Holdings, all employees, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

3.0 Board responsibility

Whilst the Dams Furniture's board takes overall responsibility for delivery of these policy objectives, every employee or staff working on behalf of Dams Furniture has delegated responsibility for delivery and adoption of our policy commitments within their respective business unit or function.

Dams Furniture Ltd board has approved this policy and the content within, as of November 2026.

4.0 Policy commitments

Dams Furniture are committed to the following policy objectives:

1. Ensuring there is transparency in our organisation and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.
2. Provide a modern slavery statement in accordance with section 54 of the Modern Slavery act 2015. This will be signed by our Managing Director.
3. Check that all personnel have a right to work within the UK.
4. Work with our supply chain members to ensure compliance with legislation and embrace collaboration, which support the right to audit activities and relationships, either routinely or as a result of any circumstances of reasonable suspicion.
5. Drive the identification and elimination of all forms of forced, compulsory or child labour activities across our extended supply chain through training, education, support and procedural controls.
6. Provide support for the confidential reporting of concerns to safeguard individuals.

5.0 Compliance obligations

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working on behalf of or under our control, to avoid any activity that may lead to a breach of this policy.

Our zero-tolerance approach to modern slavery will be communicated to all our employees, all business units and functions, our supply chain partners and other interested parties as, collectively, their support and professionalism is essential in making it truly effective.

All employees, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners must ensure that you read, understand and comply with this policy. If you have any information that could lead to the identification and recovery of modern slavery or human trafficking victims, please contact the Modern Slavery Helpline on 0800 0121 700 or report online at: https://www.modernslaveryhelpline.org/report

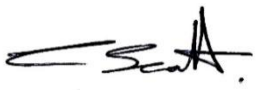
This policy does not form part of any employee's contract of employment. If you believe or suspect that a conflict with this policy is occurring, has occurred, or may occur in the future you must notify us in accordance with our Labour Human Rights policy.

6.0 Breaches of policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct. We may terminate our relationship with other individuals, partners and organisations working on our behalf if they breach this policy; this is part of our **zero tolerance approach**.

7.0 Review and revision

This policy is reviewed as is deemed appropriate but no less frequently than every 12 months. We will periodically review and update this policy to ensure its continued relevance and suitability to our organisation and its business operations. The policy review will be undertaken by the Head of Compliance.



Christopher Scott, Managing Director
November 2026



Thomas Hibbs, Warehouse and Logistics Director
November 2026



Michael Scott, Purchasing Director
November 2026



Gary Dalton, Production Director
November 2026



Emma Hibbs, Finance Director
November 2026



Wynn Morris, Sales Director
November 2026