



## **INTERIOR PRODUCTS GROUP Ltd**

### **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

#### **INTRODUCTION**

*'It is estimated that 49.6 million people live in modern slavery today'*

Global Slavery Index 2022 / Walk Free

Modern-day slavery within businesses and supply chains can take many forms, and ultimately represents an abuse of the human rights of vulnerable workers. Interior Products Group Ltd acknowledges and accepts its social responsibility in identifying and acting upon any evidence of modern slavery or human trafficking within its business and supply chains.

#### **INTERIOR PRODUCTS GROUP ORGANISATIONAL STRUCTURE & BUSINESS**

Interior Products Group Ltd is a wholly owned family company with its head office and manufacturing sites located in Welshpool, Powys. The group is supported by offices and logistics facilities in Europe and the Middle East, and has distributors in over 70 countries.

Trading as Morland and Newmor, Interior Products Group Ltd serves two business areas, pre-finished fit-out products, and commercial wallcoverings respectively, by providing quality, ethically sourced products to customers worldwide in the construction and leisure industries, and medical, educational, and hospitality sectors.

Interior Products Group Ltd is committed to conducting business fairly and responsibly, and ensures:

- That all employees have the Right to Work in the UK
- That employee remuneration and benefits comply with UK legislation
- That contracts of work stipulate clearly key terms of employment, including salary, hours of work, holiday entitlement, and grievance procedures
- Diversity and equal opportunities
- That staff receive appropriate training and opportunities for professional development
- That staff work in a safe environment

Interior Products Group Ltd recognises that there is a higher risk of modern slavery in its supply chain than its own business operations.

## **INTERIOR PRODUCTS GROUP SUPPLY CHAINS; ETHICAL PURCHASING & DUE DILIGENCE**

Interior Products Group Ltd sources and procures products globally for the provision of pre-finished fit-out products and commercial wallcoverings into its target sectors.

A rigorous vendor qualification and on-boarding process, and regular vendor appraisals underpin Interior Products Group Ltd's responsible purchasing ethos, which is reinforced by third party scrutiny and certification programs.

Interior Products Group Ltd complies with its legal and ethical obligation as an 'Operator' under UKTR (UK Timber Regulations) and will only procure timber and timber related products which have been legally harvested from well-managed, sustainable sources.

Morland and Newmor are certified under FSC (Forest Stewardship Council), and PEFC (Program for Endorsement of Forest Certification), and adhere to FSC Core Labour Requirements, and to PEFC requirements for adherence to ILO (International Labour Organisation) labour standards.

Morland and Newmor are accredited under ISO and BSI (British Standards Institution), ensuring a high standard of commitment to the welfare and safety of their employees.

## **INTERIOR PRODUCTS GROUP LTD'S POSITION ON SLAVERY AND HUMAN TRAFFICKING**

Interior Products Group Ltd has a zero-tolerance policy towards modern slavery and human trafficking and is committed to ensuring that its outward and inward facing relationships are carried out ethically and with integrity, and that all practical and reasonable steps are taken to ensure that there is no modern slavery or human trafficking within its supply chains or in any part of the business.

Interior Products Group Ltd's commitment to its social responsibility towards Modern Slavery and Human Trafficking includes:

- Communication and enforcement of Interior Product Group Ltd's position on modern slavery and human trafficking
- Mill, factory, warehouse and tied-accommodation audits
- The use of independent accredited organisations
- Supplier contract and compliance reviews
- Financial integrity
- UK regulatory compliance and training

## **KEY PERFORMANCE INDICATORS**

In accordance with the Modern Slavery Act 2015, Interior Products Group Ltd will continually review Key Performance Indicators and outcomes associated with its activities in ensuring that there is no modern slavery and human trafficking within its operations or supply chains.

Interior Products Group Ltd's objective over the next year is to review, develop and communicate its policy to new and existing suppliers, in order to assess the level of risk within its supply chains and take appropriate action where necessary.

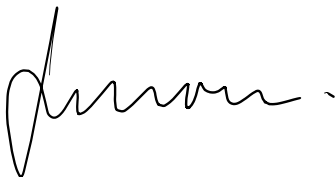
## TRAINING

Training to promote a deeper understanding and awareness of the topic of modern slavery in our businesses, and our society at large, is mandatory for all employees of Interior Products Group Ltd, and includes actions to be taken in the event of any suspicion of incidents of modern slavery.

Interior Products Group Ltd's Modern Slavery and Human Trafficking Statement is reviewed by its Board of Directors annually.

Signed

Date

A handwritten signature in black ink, appearing to read 'James Morris', with a small horizontal line at the end.

28/04/23

James Morris

Managing Director, IPG Ltd