

The Wilton Carpet Factory Ltd.

Modern Slavery Policy Statement

Ref. The Modern Slavery Act 2015

Introduction

Modern slavery probably originates from around 1837 when slavery was abolished in the UK, its colonies and other enlightened nations such as Canada. Slaves were “Freed” over a phased period of six years but many such as those working on the sugar plantations still had to endure similar conditions in that few had anywhere else to go that offered anything better. Although many were paid for the first time, they also found themselves having to pay rent and for food for the first time with, frequently, little or nothing left over. The UK taxpayer also bore a huge expense in “Compensating” the then often wealthy slave owners who saw little wrong in the practice, fortunately, this is now consigned to history.

Modern day slaves are frequently enticed by false promises, rather than being captured as in the past. Some suffer with mental illness and or a dependency of some sort and find themselves caught in a trap. Some even have their passports taken from them to limit their escape options. Thus, modern slavery has become the practice of the hidden, criminal underworld and hence the need for a proactive approach in combating it. The Wilton Carpet Factory is not compelled to have an anti-modern policy in this regard, unlike larger organisations, but it is our strong intent to make our contribution to the cause.

Company Background

We design and manufacture axminster, wilton and tufted carpets all from a single factory based in the historic town of Wilton, near Salisbury, Wiltshire UK. We employ approximately 100 staff, including sales and administration and have an annual turnover of around £10,000,000. The Company dates back nearly 300 years and has been dedicated to carpet manufacture throughout. We have recently invested £1,500,000 in high-speed axminster weaving technology complete with a robotic creel, both of which are, at the time of writing, the only ones in the UK and we anticipate adding more. We hold both ISO the 9001:2015 Quality Standard and the ISO 14001:2015 Environmental Standard. The factory is located alongside the picturesque River Wylde and the site is classified as being of “Special Scientific Interest” by the EU as a result of the rich diversity of wildlife that thrives within the clear-water chalk-bed river and along its mainly foliated banks.

Our Supply Chain and its Management.

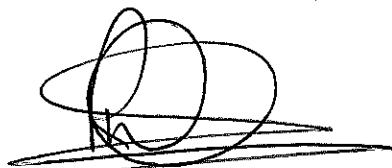
For the carpets we design and manufacture, the main materials used are 80% wool & 20% nylon pile yarn, polyester, polypropylene, Jute (In small quantities) and water based synthetic latex. Most, if not all, are sourced from within the UK or EU which is helpful in facilitating supplier visits to audit all aspects of their performances, including staff working conditions. They are also subject to UK/EU regulation. Jute is grown in the Bangladesh

region and its supply chain does represent more of a challenge in managing this aspect but the others are relatively straight forward.

We insist that suppliers throughout the chain(s) are able to demonstrate that there is no slavery or human trafficking throughout all parts of their business and that they provide safe working conditions, treat their employees with dignity, respect and act ethically and within the law at all times in their use of labour. Suppliers are approved by us and reviewed, serious breaches identified will lead to the termination of business contracts.

Internal Control of Modern Slavery Prevention

- We do and will comply with all legal requirements, many of which are externally audited on a regular basis in order to maintain our International Standards certifications for ISO 14001:2015 & ISO 9001:2015.
- All of our employees are and will be treated with dignity, respect and care. Training and supervision will be provided to ensure this ethos is maintained at all times.
- Good working conditions are provided, these include a healthy, safe, clean, warm and hygienic working environment. In addition, a sick pay scheme, stakeholder pension and paid holidays are entitlements for all employees.
- All new employees, be they agency workers or directly employed, will be checked to ensure that they are working without duress and of their own free will.
- The Wilton Carpet Factory makes it clear to its employees the high standards of conduct and ethical behaviour demanded of them when representing the Company in any capacity both on and off site.
- The Wilton Carpet Factory encourages all of its employees, customers and other business partners to report, any concerns related to the Company's activities and its supply chains. This statement is also intended to provide adequate protection and re-assurance for whistle-blowers.
- To build upon our existing very high standards regarding combating modern slavery and human trafficking, the Company intends to provide additional training for its employees. This will further encourage the identification and reporting of any potential breaches in this regard.
- In order to be alert and be able to react to ever changing situations, the Company undertakes to review and upgrade this policy on a regular basis.



Rob Load
Manufacturing Director



Steve King
Commercial Director

For and on behalf of The Board of The Wilton Carpet Factory Ltd.

6th. June, 2018.