

CORPORATE SOCIAL RESPONSIBILITY - NATIONAL FLOORCOVERINGS LTD **Heckmondwike, Paragon Carpet Tiles, Playrite and Mat.Works Divisions**

National Floorcoverings believes that every company, however large or small, has an impact on society and the world we live in.

It is essential that we are committed to the welfare and health and safety of our employees, as well as delivering socially and environmentally responsible products to our customers.


In order to achieve the harmony between responsible manufacture of products and employee welfare, some of our many commitments are:

- Developing processes to minimise waste, increase energy efficiency and further the use of more sustainable raw materials
- Zero land fill policy
- Work with suppliers to reduce environmental impact and our carbon footprint
- All reasonably practical steps are taken to protect our workforce in our premises through a rigorous Health and Safety Policy which all employees have a copy of and to ensure the use of risk assessments wherever possible in all areas of our operations to further protect our employees
- National Floorcoverings Ltd companies comply with all the required manufacturing assessments and environmental accreditations such as BS EN ISO 14001, BS EN ISO 9001 and BREEAM (Bre Global) Environmentally Profiled Products
- National Floorcoverings Ltd companies are assessed regularly by the Environmental Health Regulator and is continually regarded as a 'low risk category' business (the best possible achievement)

- Finally, National Floorcoverings Ltd companies have a zero-tolerance approach to modern slavery, and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery with our partners, these include encouraging employees to report suspected instances of slavery and the requirement for all suppliers to confirm that:
 - i. They don't use any form of forced, compulsory or slave labour
 - ii. Their employees work voluntarily and are entitled to leave work
 - iii. They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
 - iv. They don't require employees to post a deposit/bond and don't withhold their salaries for any reason
 - v. They don't require employees to surrender their passports or work permits as a condition of employment

National Floorcoverings Ltd companies believe it takes all the necessary steps within its means to ensure we are at the forefront of environmentally friendly manufacture and social responsibly with our industry.

David Rhodes

A handwritten signature in black ink, appearing to read 'David Rhodes'.

Managing Director