Human Rights Policy Statement

Human Rights Management Approach

Freedom of Association and Collective Bargaining, Child Labour, and Forced or Compulsory Labour
On a daily basis, we safeguard our employees, our customers, our supply chain and our communities by ensuring that we are compliant with policy and regulation requirements across the markets and countries in which we operate. To embrace the challenges of a constantly changing environment, where population is increasing as resources are decreasing, policy and regulation are becoming more demanding at national, international and industry level.

Responsibility for the proactive and reactive response to policy and regulation sits across all levels of the business. HR create policies that are updated on a regular basis relevant to our employees through UK Legislation and work to ensure that we are abreast of all policies and regulations relevant to our products, processes and operations.

Policies are set and must be applied in all countries in which we operate. Policies will as a minimum, comply with the highest legislative requirement in any country in which we operate. It is the responsibility of our sites to ensure that Policies are communicated and that there are procedures in place to ensure compliance. Any employee whose actions constitute a breach of any policy, procedure or guideline may be liable to disciplinary action. All policies are freely available in our employee handbook.

Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
We ensure our policies are consistent with UK Rights at work, where applicable to business. We recognise that all employees have the right to freedom of association with Trade Union Membership.

The Company recognises that every employee has the right to join or remain a member of a Trade Union if they wish to do so. Equally, the Company recognises that every employee has the right not to join or to leave a Trade Union if they wish to do so. The Company will not seek to persuade any employee, potential or otherwise, to join or leave any Trade Union or other workers' association.

Unless local legislation or legitimate collective agreement requires an alternative approach, the Company will operate as follows:

- During the recruitment process, the Company will not refuse employment on the grounds of Trade Union membership or non-membership nor will it stipulate that membership or non-membership is a condition of employment. The Company will not specify union membership requirements in recruitment adverts, and will not require or expect employment agencies acting on our behalf to do so;
- During employment, the Company will not dismiss, select for redundancy, or allow the detrimental treatment of any employee based solely on the grounds of whether they are a member of a Trade Union or not. Members of Trade Unions will also not be dismissed, selected for redundancy, or suffer any other form of detriment for taking part in union activities or making use of union services; and
- Where local accounting and social security procedures and legislation allow, the Company will enable union members to pay their union subscriptions by deduction from their wages. Employees who wish to take advantage of this should make their request in writing to their local pay department, requesting the deduction be made. Similarly, adequate notice must be given to change this arrangement. The individual will then be responsible for ensuring their membership subscriptions are continued.

Whilst all employees have the right to choose whether to be a member of a Trade Union or not, only where there is a specific current local agreement are unions recognised to communicate, negotiate, or consult on behalf of their members.

Child Labour

Lebus Upholstery acknowledges the fact that child labour occurs in many countries. However, we do not accept child labour, and works actively against it. The complexity of the child labour issue requires a consistent, long-term effort to create sustainable and broad-based solutions in order to reach our goal; that no products delivered to Lebus Upholstery are produced by child labour.
Lebus Upholstery respects different cultures and values in countries where we operate and sources its products, but does not compromise on the basic requirements regarding the Rights of the Child.

We ensure our policies follow UK Legislation. The company does not accept child labour and supports the legal employment of young workers.

Young workers of legal working age have, until the age of 18, the right to be protected from any type of employment or work which, by its nature or the circumstances in which it is carried out, is likely to jeopardise their health, safety or morals. Checks during the recruitment process are carried out for all new employees at the site.

Lebus Upholstery therefore requires all its suppliers to ensure that young workers are treated according to the law; this includes measures to avoid hazardous jobs, night shifts and ensure minimum wages. Limits for working hours and overtime should be set with special consideration to the workers' young age.

Forced Labour

We ensure our policies are consistent with UK Legislation.

We comply with the labour laws of the countries in which we operate and would never endure forced or compulsory labour anywhere in the world.

Transparency within our supply chains is of key importance to us. All our suppliers must go through an approval process where we check their quality systems and performance.
We also follow our group Modern Slavery policy and the Modern Slavery Act.

Signed on behalf of the Lebus Board of Directors by:

Lisa Burrows
Head of People
Lebus Upholstery Ltd.

Date: 20.11.26