

## Slavery and Human Trafficking Statement for the 2020 Financial Year

### Introduction

VitrA (UK) Limited is committed to ensuring that all of its business dealings are carried out in full compliance with relevant laws and, in doing so, we endorse the implementation and promotion of ethical business practices to protect workers from being abused and exploited both within VitrA (UK) Ltd and its supply chains. VitrA (UK) Ltd are committed to improving our practices to combat slavery and human trafficking and are taking steps in the financial year to promote and improve our ongoing commitment to eliminating abuse and exploitation in the workplace as detailed in this statement.

### Organisations Structure

VitrA (UK) Ltd is a provider of sanitary ware, bathroom furniture and tiles in the UK. VitrA (UK) Ltd has its registered office in Didcot, England and the company has 50 employees in the UK. VitrA (UK) Limited is a wholly owned subsidiary of the Eczacibasi Building Products Europe Division (EBPE) of the Eczacibasi Group based in Turkey.

Our turnover is currently under £36 million and as a company are therefore not legally required to produce this statement; however, we want to ensure that as an ethical business we comply with legislation regardless of our size.

### Our Business

VitrA (UK) Ltd is a wholly owned subsidiary of EBPE and has a devolved management structure, although the group has significant control of our supply chain relating to our products sold, as they are manufactured within the same group.

### Our Supply Chains

Our supply chains include manufacturing, primarily of sanitary ware, bathroom furniture and tiles. The group is able to implement due diligence and contractual processes referred to below to give effect to VitrA (UK) Ltd.'s anti-slavery and trafficking policy.

### Our policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective due diligence and contractual compliance to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

### Due Diligence Processes

VitrA (UK) Ltd is in the process of identifying areas of the business and or supply chain as being areas which carry the highest susceptibility to the risk of employing slave or trafficked labour: all manufacturing processes or other processes where low skilled labour is required or managed.

Suppliers of at risk functions will be asked to complete Vitra (UK) Ltd.'s "Modern Slavery Due Diligence Questionnaire" and where deemed necessary following an analysis of those results, we may choose to exercise contractual rights of audit or require those suppliers to provide statements attesting to their compliance with the Act. We will also monitor our supplier's statements made under s54 of the Act to assess their compliance with the requirements of the Act.

At Head Office level we are researching available training courses for our colleagues and we will commence the delivery of this training, which will alert colleagues to at risk functions, the risks of slavery and human trafficking occurring and how to be alert to its existence in the 2020 financial year.

### **Supplier adherence to our values**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors support our values on this subject we require our suppliers to abide by Vitra (UK) Limited's anti-slavery and trafficking policy (or their own equivalent) via our contract terms. All colleagues have access to a whistleblowing process which allow them to report any concerns that they may have in a confidential and secure manner.

This constitutes Vitra (UK) Limited's slavery and trafficking statement for the 2020 financial year.



Levent Giray  
Managing Director  
Vitra (UK) Limited

Date: 30th September 2020