

EGE GROUP ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

ege Group is one of Europe's leading carpet manufacturers with the following production facilities:

- egetæpper Herning, Denmark
- egetæpper Gram, Denmark
- Hammer Tæpper, Denmark
- Bentzon Carpets, Denmark
- Carpet Concept, Germany
- UAB Litspin, Lithuania

Besides from the 6 factories, we have 15 subsidiaries, including the UK, and agents and distributors in more than 50 countries. Worldwide, ege Group has 707 employees.

We wish to demonstrate active and long-term responsibility for our impact on the world around us. This includes respecting human rights as stated in our [CSR Policy](#). Through our [Code of Conduct](#) we work to ensure that no forced labour, child labour or discrimination take place within our value chain.

It is our objective to be the carpet manufacturer in the world with the best CSR record. This includes running every aspect of the business on an honest and ethical basis. We will ensure good employment conditions and labour practices internally in our own corporation, and externally in the supply chain. We have taken the following steps to ensure that there is no slavery and human trafficking in any part of our business and supply chain.

- In 2010 egetæpper in Herning and Gram indorsed the UN Global Compact.
- Our [CSR Policy](#) states that we will respect and support human rights and take steps to avoid human rights violations within our value chain.
- egetæpper in Herning and Gram are DS 49001 certified (the Danish version of ISO 26000); an extensive CSR management system. The CSR-certificate covers 2 of the 6 factories in the Group.
- We are actively engaged in supply chain management of more than 90 key suppliers of components for our products. All suppliers for egetæpper in Herning and Gram are risk-assessed according to internationally recognized country indexes for anticorruption measures, protection of human rights, environmental issues and labour practices. The suppliers have received ege's [Code of Conduct](#) for acceptance and signature.
- Our high-risk suppliers are subject to onsite audits by Bureau Veritas Certification. During the audit human rights risks and labour risks are assessed. If nonconformities to our [Code of Conduct](#) appear, the supplier is told to rectify the issue.

- All subsidiaries, agents and distributors connected to egetæpper in Herning and Gram have received our Code of Conduct for partners for acceptance and signature. This Code of Conduct focuses less on the environment and more on human rights and labour practices.
- All suppliers of manpower at egetæpper in Herning and Gram have received information for acceptance and signature about our CSR Policy and obligations of the supplier with regard to e.g. human rights and employees rights.
- The suppliers of manpower are subject to internal audits. During the audit human right risks and labour risks are assessed.
- Our whistleblower scheme makes it possible for employees and other stakeholders to report any experienced or suspected illegal activity or irregularity within the Group anonymously.
- It is our declared objective to implement the UN Guiding Principles before 2020.

Improvements carried out in 2017/2018:

- A new Group structure has enabled us to focus on human rights and social responsibility at all factories from now on.
- Risk analysis carried out at all factories, including checking compliance with all articles in the UN Universal Declaration of Human Rights from 1948.
- Data collection from all factories established, including data about human rights issues.
- Purchase of professional supplier management tool, which will make it easier to risk assess suppliers, and help us implement UN Guiding Principles through self-evaluations and closer control.
- Decision to develop a new ege Group Code of Conduct that will cover suppliers in the entire Group.
- Decision to develop a new ege Group CSR Policy that will cover the entire Group.
- Decision to enroll the entire ege Group in UN Global Compact.

This statement is made under section 54(1) of the Modern Slavery Act 2015. It constitutes our Group's slavery and human trafficking statement for the financial year May 1st, 2017 to April 30th 2018. The turnover of the Group exceeds £36 million for that period.

This statement is approved by the ege Group's Executive Team and applies to all organisations within the Group. It will be reviewed and updated on an annual basis.

For more information about ege's work with CSR, please check our CSR Report.

Herning, June 29th 2018


CEO Svend Aage Færch Nielsen


CFO John Vestergaard

ege

Bentzon Carpets

HAMMER
CARPETS

carpetconcept 