

Modern Slavery Statement

This is the Modern Slavery Statement of Ultima Furniture Systems Limited ("Ultima") for the financial year ending 31st May 2019. It is made pursuant to section 54 of the Modern Slavery Act 2015 (the "MSA").

This financial year is the first for which we have been required to produce such a statement. As such it will set out the steps we intend to implement and develop as per the Home Office's statutory guidance.

Ultima is opposed to Modern Slavery in any form and fully supports the purpose of the MSA.

Organisational structure & supply chains

Ultima is a family owned & managed company manufacturing bespoke kitchens for supply to both the kitchen trade and direct to consumers.

All our kitchens are designed and manufactured in-house at our sites across West & North Yorkshire, however our supply chain extends UK wide and in to the EU. This includes the supply of raw materials, componentry, plant & machinery, vehicles, sundry supplies and ancillary services.

Our supplier relationships are managed by our Procurement Team, alongside the Managing Director and Company Secretary.

All our delivery activities are fulfilled by our in-house distribution team.

Our policies in relation to slavery and human trafficking

During the financial year commencing 1 June 2019 we will produce a Purchasing Policy and/or Ethical Trading Statement (or similar) to drive awareness of and help guard against the risk of modern slavery occurring at any point in our supply chain. It is expected that we will insist on all our suppliers complying with any such policy and confirming this in writing.

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We will also review our existing policies relating to our in-house operations including but not limited to our Health & Safety and Recruitment Policies to ensure their compliance with current legislation and their effectiveness in combatting any form of modern slavery or human trafficking.

Due diligence processes

In the absence of any formal policies, we accept that currently we have no process in place that might be considered due diligence regarding the purpose of the MSA. However, our significant suppliers, with whom we have long-standing relationships based on mutual trust and understanding, are visited regularly by our Procurement Team, the Managing Director and the Company Secretary.

We will seek in future to review the operations of our significant suppliers from the perspective of the proposed Purchasing Policy and/or Ethical Trading Statement (or similar) on a regular basis. We will address any issues of non-compliance on a case by case basis and take remedial action as appropriate.

Risk assessment and management

It is our belief that the risk of modern slavery is greater in our supply chain than it is in our in-house operations. That said, as stated previously we commit to review all our policies relating to in-house operations and where a risk of any form of modern slavery or human trafficking is identified we will act appropriately to remedy it.

We will formally document with all significant suppliers our commitment to the MSA and obtain their agreement that they shall take all reasonable steps to ensure there are no breaches of the MSA within their business operations.

Key performance indicators to measure effectiveness of steps being taken

It is not expected that we will introduce any formal audit process during the financial year commencing 1 June 2019. Rather, our intention is to implement the steps described previously and establish a level of commitment from our significant suppliers which has not previously been sought.

Training on modern slavery and trafficking

We will explore training opportunities for members of our team whose roles may be impacted by the requirements of the MSA. We will make those employees aware of the MSA and its purpose and share with them and ensure

their understanding of and commitment to this document along with any other materials that may be produced in support of our commitment to the purpose of the MSA.

This statement was approved by the Directors of Ultima Furniture Systems Limited on 29 March 2019.

A handwritten signature in black ink, appearing to read 'A Ellis', with a stylized flourish at the end.

Alfred Ellis

Managing Director

A handwritten signature in black ink, appearing to read 'Clare', with a stylized flourish at the end.

Clare Ellis

Director & Company Secretary