

ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT 2026

Financial Year Ending 31 December 2026

Introduction

This statement is made by Blum UK Limited ("Blum UK") pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps taken during the financial year ending 31 December 2025 to prevent modern slavery and human trafficking within our business operations and supply chains.

Blum UK has a zero-tolerance approach to modern slavery and is committed to conducting business ethically, with integrity and transparency. We are committed to implementing and enforcing effective systems and controls to minimise the risk of modern slavery, forced labour, servitude, child labour and human trafficking occurring within our business or supply chains.

Our Business

Blum UK Limited is the United Kingdom subsidiary of Julius Blum GmbH, a leading manufacturer of furniture fittings and motion technologies. Blum UK supplies furniture fittings, lift systems, hinges, drawer systems and related products throughout the United Kingdom. Our products are sourced directly from Julius Blum GmbH in Austria and distributed through our UK operations. In addition, we procure goods and services from UK-based suppliers and service providers, including logistics, facilities management, professional services and operational support providers.

Our Policies

Blum UK maintains a framework of policies and procedures designed to promote ethical business conduct and reduce the risk of modern slavery and human trafficking. These include:

- Anti-Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Recruitment and Employment Policies
- Equality, Diversity and Inclusion Policy
- Health and Safety Policy
- Supplier Management and Procurement Procedures
- Code of Business Conduct and Ethics

These policies are reviewed periodically to ensure they remain effective and aligned with legal and regulatory requirements.

Due Diligence and Supply Chain Management

Blum UK recognises the importance of effective due diligence in identifying and mitigating modern slavery risks.

Our approach includes:

- Assessing suppliers as part of supplier onboarding and approval processes.
- Working with suppliers that share our commitment to ethical business practices.

- Seeking assurances that suppliers comply with applicable employment, labour and human rights legislation.
- Reviewing supplier relationships on an ongoing basis where appropriate.
- Investigating concerns raised through internal or external reporting channels.
- Taking appropriate corrective action where non-compliance or concerns are identified.

Where appropriate, enhanced due diligence may be undertaken in relation to suppliers operating in sectors, industries or geographical locations presenting a higher risk of modern slavery.

Risk Assessment

Blum UK continually reviews potential risks within its operations and supply chains. Factors considered include:

- The nature of the products and services supplied.
- The location and operating environment of suppliers.
- Labour-intensive activities and workforce practices.
- Use of temporary or agency labour.
- Previous compliance concerns or adverse findings.

Based on our business model and supply chain structure, Blum UK considers the overall risk of modern slavery within its direct operations to be low. Nevertheless, we remain vigilant and committed to continuous improvement.

Training and Awareness

Blum UK recognises that awareness is an important component of preventing modern slavery. Relevant employees, particularly those involved in recruitment, procurement, supplier management and leadership roles, are provided with guidance and information to help them:

- Recognise indicators of modern slavery and human trafficking.
- Understand their responsibilities under company policies.
- Identify potential supply chain risks.
- Escalate concerns through appropriate reporting channels.

Reporting Concerns

Blum UK encourages employees, contractors, suppliers and other stakeholders to raise concerns regarding suspected modern slavery, human trafficking or unethical labour practices.

Concerns may be raised through management channels or in accordance with our Whistleblowing Policy. Reports are treated seriously and investigated appropriately.

Blum UK is committed to ensuring that no individual who raises a genuine concern in good faith suffers retaliation, victimisation or other detriment.

Measuring Effectiveness

To assess the effectiveness of our efforts to prevent modern slavery and human trafficking, Blum UK reviews:

- Supplier due diligence activities.
- Any reported concerns or incidents.
- Policy reviews and updates.
- Employee awareness and training activities.
- Supply chain risk assessments.

We are committed to continually improving our processes and controls to strengthen our approach to identifying and addressing modern slavery risks.

Continuous Improvement

Blum UK remains committed to preventing modern slavery and human trafficking within its business and supply chains.

We will continue to review our policies, procedures and due diligence processes to ensure they remain effective and proportionate to the risks faced by the business.

This statement will be reviewed annually and updated as necessary.

Board Approval

This statement was approved by the Board of Directors of Blum UK Limited on 22 June 2026 and is made in respect of the financial year ending 31 December 2025.

Signed for and on behalf of Blum UK Limited.

Matthew Glanfield
Managing Director
Blum UK Limited
Date: 22 June 2026