



Lawton Yarns – Modern Slavery Statement of Compliance

The Modern Slavery Act 2015

The Modern Slavery Act 2015 ("the Act") requires all businesses to play their part in stopping modern slavery in global supply chains. Lawton Yarns is committed to being a responsible business and complying with the requirements of the Act.

Section 54 of the Act (Transparency in Supply Chains) requires Lawton Yarns to publish a statement on its website of the steps taken during the financial year to ensure that slavery and human trafficking is not taking place in any part of our supply chain or in any part of our own business.

Organisational Structure

Lawton Yarns is a Dewsbury-based wool spinner, producing woollen yarns for the carpet industry. It is a subsidiary of The Spin Group, which is headquartered in the Netherlands and brings together natural and man-made fibres for commercial and residential floor covering manufacturers.

The Spin Group's non-UK subsidiaries are not subject to the Act and are therefore not within the scope of this statement. Nevertheless, it is The Spin Group's policy that the entire Group complies with this Act and each subsidiary, wherever it is located, maintains the Group's high standards of integrity and ethical behaviour.

Internally

Lawton Yarns has a number of internal procedures in place that contribute to ensuring modern slavery does not occur in our business by ensuring all employment and recruitment practices comply with both local and UK employment laws, such as:

- undertaking documentation checks to ensure employees have the right to work;
- providing all employees with contracts of employment;
- ensuring all employees are of legal working age;
- employees are rewarded with market-related pay and rewards;
- supporting employee engagement, representation, dialogue and the ability of employees to raise potential concerns or grievances

Supply Chain

Lawton Yarns operates its business both lawfully and ethically and this includes working with suppliers that have the same values. Lawton Yarns expects its suppliers to operate in



accordance with all applicable laws, including respect for individual's human rights and the environmental and safety impacts of products and services.

Where possible, we build long-standing relationships with suppliers and make clear our expectations of business behaviour.

All suppliers to Lawton Yarns must agree to abide by our ethical standards and have

- policies, systems and procedures in place to ensure the prevention of unethical business practices, including, but not limited to, human rights abuses, anti-money laundering, fraud, bribery, corruption, and other improper payments, benefits or gifts;
- not to use slave labour, child labour or forced labour, nor to engage in or support for human trafficking;
- to ensure that working hours, wages, overtime pay and working conditions are in compliance with all applicable laws; and
- to provide a clean, safe and healthy working environment to protect the occupational safety of all employees.

Actions taken

We have risk assessed all current suppliers and for all high risk and material suppliers we have sought positive confirmation of their compliance with the Act.

All new suppliers must provide positive confirmation of compliance before Lawton Yarns places an order with them.

We have an internal modern slavery policy.

Tim Kay
Chief Operating Officer
For and on behalf of Lawton Yarns