

THE ROMO GROUP

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

The Romo Group is firmly against any form of slavery and human trafficking and is committed to ensuring that modern slavery and human trafficking does not form any part of our business or supply chain.

Our Business

The Romo Group is a U.K. based, family run, furnishings company that supplies interior designers, retailers and furniture manufacturers worldwide, with headquarters in Nottinghamshire, and offices in London, Europe and the USA. The Romo Group has six established brands each with their own in-house design studio creating a diverse range of fabrics, wallcoverings, trimmings and accessories. Products are designed in-house in the UK and produced by a range of manufacturers in the UK, Europe and Worldwide. Our warehouse and distribution centre is based in Nottinghamshire, UK.

Our Employees

The Romo Group has over 400 employees in the UK, Europe and USA. Our robust recruitment procedure includes conducting checks to ensure that all new employees are eligible to work in the country of employment and safeguards against human trafficking, or individuals being forced to work against their will. We are confident that there is no risk of slavery or human trafficking within our group.

Our Suppliers

We work with a select number of reputable suppliers from around the world and are proud of the collaborative, long term relationships we have developed with our manufacturing partners. Suppliers are required to operate in accordance with the Modern Slavery Act 2015 and to ensure that any of their suppliers and sub-contractors also operate in accordance with the Act. We regularly undertake site visits to deepen our understanding of a supplier's working practises, allowing us to identify and assess any potential risks.

Our whistleblowing policy and procedures allows any employee or associate of our business to report potential concerns of modern slavery in either our business or our supply chain.

Our Commitment to Tackling Modern Slavery

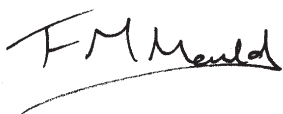
The Romo Group regularly reviews its policies and procedures, to identify and implement opportunities for improvement, and works with employees and suppliers to communicate best practice. We are committed to continually updating our practises on tackling modern slavery and human trafficking and have identified the following actions to help improve our procedures:

1. Regularly undertake a risk assessment to identify potential risks of modern slavery in our supply chain, with particular focus on suppliers in higher risk zones such as those based outside of the U.K., E.E.C. and U.S.A.
2. Develop a supplier Code of Conduct which explains how we expect our suppliers to operate, including provisions relating to slavery and human trafficking.
3. Provide ongoing training and education for all staff involved in product sourcing, procurement or those responsible for managing our supply chain.

In 2021 we became a proud partner of GoodWeave, a non-profit organisation dedicated to ensuring no child or forced labour is used in the making of our tufted rugs which are handcrafted in India. Through this stringent licensing programme, Goodweave accreditation is the best assurance that our hand tufted rugs are free of child, forced or bonded labour. To help combat child labour and modern slavery in carpet weaving communities, a percentage of the cost of our Goodweave certified rugs goes to support educational and social programmes in India and Nepal.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes The Romo Group's modern slavery and human trafficking statement for the financial year ending December 2021, approved by the board of Directors, March 2022.

On behalf of the board of Directors,



Felicity Mould

Director of People, Culture and Communications

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