

BELYSSE™

Slavery and Human Trafficking Statement

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BENTLEY

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “**Act**”) and constitutes the slavery and trafficking statement for Belysse Group and its subsidiaries in respect of its financial year 2023.

1. Introduction

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Belysse (“**we**” “**Belysse**”), we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2023. We are committed to increase our efforts in this respect.

2. Our Business and supply chains

In 2022, we completed the sale of our Rugs, Residential polypropylene (Residential PP) and Non-Woven businesses, together with the Balta brand, to Victoria PLC (the “**Transaction**”, the “**Divested Businesses**”).

The Transaction allows us to focus on developing our commercial businesses in Europe and the United States under the main brands modulyss and Bentley Mills respectively, as well as our premium European Residential polyamide (Residential PA) business (ITC). Belysse is a producer of innovative and high quality textile floor coverings, exporting its products to over 100 countries.

Belysse has 3 production sites worldwide, 2 of which are located in Belgium and 1 in Los Angeles (USA). We source raw materials from all over the world and use contractors for different operations in our supply chain.

Belysse delivers a professional, customer-focused approach to its business, and as a result enjoys a reputation as a quality partner for companies in many markets.

Integrity in the way we achieve results means a lot to us. And that implies ethical business practices, which comply with the most rigorous regulations and recommendations. Our policies, training and awareness-generating activities including advice and instructions on ethical, lawful and mindful behaviour regarding cyber security and data protection, antitrust and measures to fight **fraud**, corruption and bribery.

3. Our procedures, policies and outline for the future

We have the intention to further govern all current and future supplier relationships with the slavery issues outlined in the Act in mind. We are committed to not knowingly support and/or do business with any suppliers who are involved in slavery or human trafficking. The vast majority of our suppliers are multi-national companies with strong focus on ethics who operate under their own strict policies, including the possibility to audit us with respect to compliance with the Act, and more broadly human rights compliance. As part of our relationship with these suppliers we review their policies and agree to abide to them.

We ourselves aim to establish a relationship of trust and integrity with all our suppliers all over the world, which is built upon mutually beneficial factors. We are aware that smaller suppliers in certain parts of the world should be monitored more closely and have made first steps to audit them on regular time.

We have updated our Supplier's Code of Conduct (to be found at <https://www.belysse.com/en/about-us/suppliers-code-of-conduct>) and supplier questionnaires. We are committed to engage in in business only with those suppliers who sign our Supplier's Code of Conduct and we will monitor our suppliers' compliance with it.

Our HR department organizes the recruitment and employment of (temporary) workers in line with applicable employment laws. Our processes include the necessary "right to work" document checks, contracts of employment, and checks to ensure everyone employed is of legal working age. We respect all local laws governing minimum wages. We are committed to monitor our service providers assisting us in the recruitment of employees.

We have a Whistleblowing Policy and work together with a certified service provider for a whistleblowing tool which allows our employees and business relations to easily and anonymously report any allegations of slavery or human trafficking in our business that they become aware of. If we learn of any allegations of slavery or human trafficking through our whistleblowing system, or any other means, we will act promptly and effectively in the best interests of the affected workers.

Over the course of the next financial year, we will continue to monitor our procedures and provide adequate resources to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

4. Current results

No instances of modern slavery and human trafficking have been identified in the last financial year.

This statement, which will be reviewed annually as required, has been approved by the Executive Committee on April 19, 2024.

For and on behalf of Belysse Group NV

James Neuling
CEO

Date: April 19, 2024

