

Modern Slavery Act Transparency Statement

In accordance with the requirements of the Modern Slavery Act 2015 (the “**Act**”), The Symphony Group plc (“**Symphony**”) is committed to ensuring that no form of slavery or human trafficking is taking place anywhere in its business or throughout its supply chains (“**Symphony’s Commitment**”).

Symphony is the UK's largest privately owned manufacturer of fitted kitchen, bedroom and bathroom furniture. Symphony sources the raw materials for use in the production of its furniture from a variety of suppliers from various European countries as well as from the UK. Symphony expects that all its suppliers adhere to Symphony’s Commitment and in turn hold their own suppliers to the same standards.

Across the head office, the manufacturing and distribution facility in Barnsley, the factory in Rotherham and various field-based roles, Symphony employs over 1,600 people. Symphony has specific guidelines in place for the vetting of new employees to enable Symphony to confirm the employee’s identities, their right to work in the UK and to ensure that employees are paid directly into a personal bank account. Symphony also uses temporary labour supplied through recruitment agencies or other parties with whom Symphony has a contract. As part of Symphony’s Commitment, it is of the upmost importance that these parties also have robust guidelines to ensure employees have the right to work in the UK and are not subject to any form of modern slavery.

As part of Symphony’s Commitment, Symphony has during the financial year ending 31 December 2024:

- Reviewed its Anti-Slavery Policy (the “**Policy**”);
- Included the Policy in its employee handbook;
- Continued Anti-Slavery e-training to all appropriate employees;
- Encouraged employees to raise concerns about any issue or suspicion of modern slavery in any parts of Symphony’s business or its supply chain;
- Continued to include an Anti-Slavery presentation as part of its employee induction process;
- Continued to ensure that its standard terms and conditions contain Anti-Slavery provisions; and
- Continued to include in its pro-forma supplier agreements specific prohibitions against the use of forced, compulsory or trafficked labour (or anyone held in slavery or servitude, whether adults or children).

Through its own due diligence, Symphony is satisfied that there is no evidence of any form of slavery or human trafficking within its business and will continue to work with suppliers to satisfy itself of the same for its supply chains.

As part of Symphony’s Commitment going forward, Symphony intends to:

- Review and update the Policy annually;
- Review and update its standard terms and conditions and bespoke agreements, as necessary;
- Roll out refresher Anti-Slavery e-training to all appropriate employees, and
- Continue to work with suppliers to fulfil Symphony’s Commitment.

This statement for the year ending 31 December 2024 is made pursuant to section 54(1) of the Act and will be reviewed and published annually. It was approved by the board of directors on 31 March 2025.



John Dunsford
Group Finance Director

31 March 2025