

RugVista AB's Modern Slavery Statement 2022

This statement sets out the steps taken by RugVista AB (acting under the tradename CarpetVista in the UK) (hereafter “RugVista”) to seek to prevent modern slavery in its business and supply chains. The statement covers all RugVista’s operations. RugVista considers the risk for modern slavery in its own business as very limited but is aware that there may be a risk in its supply chain.

Organization structure and supply chains

RugVista is a Swedish company offering quality design and traditional carpets and rugs through online stores. The financial year of RugVista is 1 January – 31 December. For more information about RugVista Group please see <https://www.rugvistagroup.com/en/section/about-us/> and [RugVista Annual report 2021](#).

RugVista owns no and does not operate any factories or production facilities. The manufacturing methods for producing our rugs range from machine-made rugs in large volumes to unique rugs knotted by hand. Our suppliers are found mainly in Eurasia, the Middle East and Asia. We are committed to ensure all employees in the supply chain have fair and decent working conditions and that their human rights are respected. To seek to ensure that our high demands on human rights and working conditions are met we work on several levels.

Our policies and commitments

Responsible production is at the core of our sustainability work. RugVista is committed to prevent any form of modern slavery including child labour, servitude, human trafficking as well as forced or compulsory labour. Rugvista is a member of amfori BSCI (Business Social Compliance Initiative). BSCI is a European initiative for responsible supply chains and RugVista has adopted and applies the amfori BSCI Code of Conduct.

Main principles of our Code of Conduct:

- The rights of Freedom of Association and Collective Bargaining
- Fair remuneration
- Occupational health and safety
- Special protection for young workers
- No form of forced servitude, trafficked or non-voluntary labour
- Ethical business behavior
- No discrimination
- Decent working hours
- No child labour

Our Code of Conduct guides the actions and decisions of RugVista's employees. All our suppliers must sign and commit to comply with the Code of Conduct and work to seek ensure compliance is conducted through regular monitoring and recurring audits.

To equip our employees, business partners and suppliers with sufficient knowledge regarding our Code of Conduct, RugVista has, through amfori BSCI, issued a Social Compliance Standards Manual that describes the required standards and provide guidance on good practices.

Steps taken and assessment of effectiveness

RugVista's supply chain assessment cycle is the foundation of our supplier management regarding human rights and ethical business practices. Our supply chain assessment cycle is how we follow progress but also how we identify and act on potential risks for workers in our supply chain. Suppliers are offered training via amfori BSCI to raise awareness and to maintain a dialogue with our suppliers to seek to ensure proper understanding of RugVista's standards and expectations.

RugVista's framework is based on amfori BSCI, Label Step's and our internal processes. The supply chain assessment cycle includes: *Onboarding* where the supplier is pre-assessed and we communicate our standards and requirements, *Monitoring and Support* where we together with the suppliers prepare action plans where necessary, *Audit* via amfori BSCI or Label STEP audit systems, and *Remediation/Improvement* or ultimately *Offboarding* if a supplier fails to demonstrate progress or is implicated in a zero-tolerance alert situation.

In addition to the Audit programs via amfori BSCI and Label STEP we also conduct RugVista internal assessments to supplement the results from the external programs.

RugVista continuously encourages its employees, business partners and suppliers to report any non-compliance with its Code of Conduct through RugVista's confidential report channel.

This modern slavery statement was approved by RugVistas board of directors on April 28, 2022, and signed and dispatched by Michael Lindskog, the CEO of RugVista, on the same date.