

MODERN SLAVERY STATEMENT 2017

INTRODUCTION

This is our second modern slavery statement following the ratification of the Modern Slavery Act 2015.

Modern slavery is a term used to encompass not only slavery but servitude, forced and compulsory labour, bonded and child labour and human trafficking. This statement is made pursuant to Section 54 of the Modern Slavery Act 2015; whose purpose is to ensure companies & their supply chains are free from Modern slavery and Human trafficking by implementing systems and controls that are preventative in their application.

In the past year Maris Interiors LLP has been committed to ensuring that there is no modern slavery or human trafficking in any part of our business or our supply chains. We continue to be committed to acting ethically and with integrity in all our business relationships and enforcing effective processes and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

ORGANISATIONAL STRUCTURE

In the past year our structure had remained the same with Maris Interiors LLP being the only reporting entity but incorporating separately identifiable divisions of Furniture Solutions and FSL Interiors(UK). Together we are still the UK's leading workplace optimisation, office design & fit-out company and along with a team of furniture consultants offer our Clients a complete product and service package.

OUR SUPPLY CHAIN

Details of our supply chain can be requested from the Accounts & Purchasing Departments via accounts@maris-interiors.co.uk

RESPONSIBILITY

In the past year the Group Accountant, Health & Safety Officer & Contracts Director have been taking the lead responsibility for the implementation of our anti-slavery initiatives.

RELEVANT POLICIES

Maris Interiors LLP achieved ISO 9001 registration ensuring the highest level of record keep & procedure management. External audits by independent consultants ensure our systems remain enforced.

Recruitment – Maris Interiors LLP is committed to employing only the highest calibre of employee and as such will undertake all relevant pre-employment checks prior to staff being employed. We ensure all agencies are aware of and adhere to our standards on regular intervals. We strive to maintain the highest standards of employee conduct and ethical behaviour in delivering our services and managing our supply chain. Our employee handbook sets out the behaviours expected of our employees when representing Maris Interiors LLP.

Whistleblowing – Maris Interiors LLP is committed to achieving the highest standards of quality, openness and accountability and as part of this provides a confidential process for employees to report serious concerns about any aspect of our work or supply chain which includes abuse or neglect of vulnerable people.

DUE DILIGENCE & FUTURE PLANS

- In the past year Maris Interiors LLP have contacted our supply chain in order that we may establish their compliance with the principals of the Modern Slavery Act. We have amended our terms of business for all main contacts to include reference to the Act as appropriate.
- Going forward Maris Interiors LLP will implement the following actions to further mitigate the risk of human trafficking & slavery in the delivery of its service and supply chain:
Investigation of a new external Supply Chain management service to highlight risk areas within our supply chain.
- Companies with a turnover greater than £36 Million will be required to provide their annual Slavery and Human Trafficking Statement to us.
- Training to help understand the potential risks of modern slavery and human trafficking to relevant members of staff has proven an effective education tool and we shall be investigating broadening this training to all parts of the business in the next 2 years.

Where appropriate references to the Modern Slavery Act 2015 have been inserted in our policies and procedures. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It constitutes our slavery and human trafficking statement for the financial year ending 31 December 2017 and has been approved by the members of Maris Interiors LLP.



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Signed by Simon Vaughan as a Designated Member

on behalf of Maris interiors LLP

Date 11 May 2018