

**SLAVERY AND HUMAN TRAFFICKING STATEMENT**

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Title document	Slavery and Human Trafficking Statement
Owner	HR
Version	2.0
Date	13 April 2021
Approved by	Executive Committee of 23 April 2021

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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 Balta Group and its subsidiaries in respect of its financial year ending on 31 December 2020.

## 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 Balta ("we"), 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 2020. We are committed to increase our efforts in this respect.

## 2. Our business and supply chains

Balta is a leading producer of textile floor coverings. Our products are exported to more than 110 countries worldwide.

Balta comprises: woven and tufted area rugs for indoor and outdoor use (Balta Home), wall-to-wall carpets and residential carpet tiles (Balta carpets and ITC), wall-to-wall contract carpet and commercial carpet tiles (arc edition, modulyss and Bentley), and needle felt and technical non-wovens (Captiqs).

Balta has nine production sites worldwide, six of which are located in Belgium, one in Los Angeles (USA), two in Uşak (Turkey), and distribution centres in Belgium, Uşak (Turkey), Rome and Savannah (USA), serving the North American market.

Balta 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.

## 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.

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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. Furthermore, we are working to put a number of procedures in place that reflect our commitment to ensuring modern slavery does not occur in our business or supply chains. At the end of financial year 2020 we finalized the Supplier's Code of Conduct. Through this code we expect our suppliers to support the protection of internationally recognized human rights and prohibit the use of forced, indentured or involuntary labour (including modern slavery and human trafficking) and child labour. We reserve the right to audit the conformity to this code, executed by own personnel or by a contracted third party. This code will be formally rolled out in the financial year 2021, supported with online communication and information.

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.

In the financial year 2020 we implemented a Whistleblowing Policy which allows our employees to easily 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.

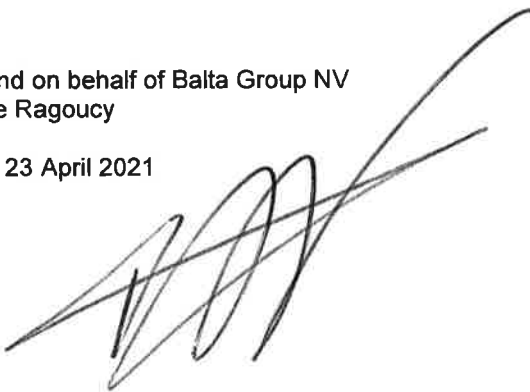
Over the course of the next financial year, we will continue to enhance our procedures and provide adequate resources to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

#### **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 23 April 2021.

For and on behalf of Balta Group NV  
Cyrille Ragoucy  
CEO  
Date: 23 April 2021

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