



Slavery & Human Trafficking Statement

Organisational Structure

- **Phloor Ltd** (referred to as “The Company”) is a privately held Irish company established in 1995, operating as a wholesaler and distributor of a wide range of flooring products, including carpets, vinyl, underlay, and artificial grass, for residential and commercial use. The Company supplies these products to retailers across Ireland and maintains in-house sales and operational teams to support its business activities.
- The Company is governed by its directors and senior management. Its Head Office and principal operational facilities are located at Unit 2, Park West Road, Nangor Road, Dublin 12, Ireland. The workforce includes staff in sales administration, business development, warehouse operations, transport, and customer support.
- Phloor Ltd is primarily involved in the wholesale distribution of flooring and related products throughout Ireland, focusing on delivering quality products and service through its in-house teams and warehouse logistics.

Definition

Phloor Ltd considers that modern slavery encompasses:

1. Human trafficking.
2. Forced work, through mental or physical threat.
3. Being owned or controlled by an employer through mental or physical abuse or the threat of abuse.
4. Being dehumanised, treated as a commodity, or being bought or sold as property.
5. Being physically constrained or having restrictions placed on freedom of movement.

Approach and Expectations

1. **Phloor Ltd** recognises its responsibilities under Irish and EU legislation relating to modern slavery and human trafficking and seeks to prevent such practices within its own operations. This includes ongoing review of internal practices in relation to its workforce.
2. The Company has a zero-tolerance approach to modern slavery within its own business. It expects its suppliers, contractors, and business partners to operate in accordance with applicable employment laws and ethical standards.
3. The labour supplied to Phloor Ltd in the course of providing its services is carried out wholly in Ireland.



4. No labour provided directly to Phloor Ltd is obtained by means of slavery or human trafficking. The Company strictly adheres to the minimum standards required under Irish employment law and, where practicable, exceeds these standards for its employees.
5. Phloor Ltd offers employment contracts on a guaranteed-hours basis only; no offers of employment are made on a zero-hours basis.
6. Part-time and fixed-term employees are provided with the same pro-rata contractual entitlements as full-time and permanent employees, except where objectively justifiable grounds exist.
7. Employees are offered competitive remuneration packages, with additional benefits where possible. The Company conducts anonymous staff surveys to give employees a voice regarding their employment, department, and the Company. Creating career progression opportunities in a supportive environment is a priority and contributes to a positive workplace culture.

Potential Exposure

1. Phloor Ltd considers its exposure to modern slavery to be limited. Nonetheless, the Company has taken steps to reduce the risk of such practices occurring within its own operations.
2. In the course of its business, Phloor Ltd's main supply chains relate to the procurement of flooring products and associated services. The Company recognises that its main exposure to the risk of slavery and human trafficking exists in these supply chains and expects suppliers and partners to operate in accordance with applicable laws and ethical standards.
3. Phloor Ltd has not, to its knowledge, conducted business with any organisation found to be involved in slavery and/or human trafficking.
4. The Company encourages employees to use its whistleblowing procedures to report any concerns regarding modern slavery and will investigate any complaints thoroughly.

Policies

Phloor Ltd has policies in place to support its stance on modern slavery, including:

- **Code of Conduct Policy** – outlining ethical business practices and expectations.
- **Whistleblowing Policy** – encouraging the reporting of any wrongdoing in the public interest, including concerns related to modern slavery.