

Modern Slavery Statement

BENSONSFORBEDSHOLDCO LTD (company number 12528956) is the parent company of two companies (1) BENSONSFORBEDSRETAIL Ltd (company number 12528962 "BBR") and (2) BENSONSFORBEDSMANUFACTURING LTD (company number 12683167 "BBM") that retails and manufactures beds within the UK ("Bensons"). Retail outlets operate under the trading name Bensons for Beds.

The Modern Slavery Act of 2015 demonstrated the UK's commitment to lead the global fight against modern slavery – a practice unacceptable in any business and supply chain. Bensons has always recognized its responsibility, in partnership with suppliers, to trade ethically, and continues to recognize the requirements of the Act.

The issuance of an annual statement presents the opportunity for Bensons to put on record that it is working diligently to ensure whenever possible there is sufficient transparency to address any concerns on this important issue both within Bensons and externally throughout our supplier base. Bensons is dedicated as far as it is able to do so, to not just prevent but also act on any modern slavery that it becomes aware of and also to remain vigilant to all aspects of modern slavery and human trafficking.

It is also important to Bensons that its customers are confident that the company, its suppliers and business partners treat their employees fairly, with respect for their human rights. Bensons is aware of its responsibilities as a business that operates within the UK but also has overseas suppliers.

Whenever possible Bensons continues to use and put in place its Service Level Agreements ("SLA") with its major suppliers. This SLA refers to the need to comply with modern slavery legislation. Copies of any modern slavery statement that our suppliers have and/or a declaration for the supplier to sign confirming they agree to the principles of the Modern Slavery Act and of Bensons in this area are requested. The SLA also includes a request that suppliers comply with Bensons

Code of Conduct which also refers to modern slavery. Bensons is also in the process of finalizing a self-assessment questionnaire (“SAQ”) which will include direct questions around modern slavery. The Bensons supplier appraisal process also aims to consider what commitment and actions its suppliers are taking to comply with the Modern Slavery Act 2015. Bensons continues to review suppliers’ statements, and any responses received on this topic.

Bensons will not work with any organization that it becomes aware has either been, or will be, involved with modern slavery.

The SLA also allows Bensons as it requires any audits and inspections on our suppliers with Bensons asking its suppliers to engage with SEDEX and provide Bensons with access to SMETA audits and corrective actions plans via the SEDEX members portal. If a risk is identified, then as appropriate measures will be implemented and any actions taken where necessary with the full support of the Bensons board of directors.

Bensons recognizes the need for continued vigilance in this area from the whole Bensons team.

Each Bensons employee is expected to undertake the mandatory Modern Slavery e- learning module via our learning management platform where they learn what modern slavery is, who the victims are, the different types of modern slavery, how to identify a victim of modern slavery as well as what Bensons responsibilities and commitments are around modern slavery. All employees are paid at, or above, the National Living Wage and Bensons reviews this on at least an annual basis to ensure that this continues to happen.

Employment contracts provide the employees of Bensons with the freedom to terminate their employment at any time. Where a role is eligible for overtime, overtime working is voluntary.

Recruitment, including via the agency providers used by Bensons, is managed in line with the internal recruitment guidance of Bensons to ensure that Bensons

attracts a broad range of candidates and hire on merit. In line with legal requirements, Bensons ensure all new hires demonstrate their eligibility to work in the UK. Bensons maintains a confidential “whistleblowing” line, known as Safecall (operated by an independent third party), for any employee with concerns to raise any issues in a safe environment. Bensons aim to keep abreast of information, future legislation, and best practice on the risks of modern slavery, ensuring the business continues to meet the standards set out in law and to fulfil its commitment to operate ethically.

This statement is made under Section 54 of the Modern Slavery Act 2015. It has been approved by the board of directors of Bensons for Beds HoldCo Limited (as the holding company of BBR and BBM) and will be reviewed annually.



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Director

19 May 2025
Date