

## Modern Slavery and Human Trafficking Statement for F. Ball and Co. Ltd

### For Financial Year 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025

#### Overview

This statement is made on behalf of F. Ball and Co. Ltd pursuant to Section 54(1) of the Modern Slavery Act 2015

It sets out the steps taken during the 2025 financial year to identify, assess and mitigate the risks of modern slavery and human trafficking within our business operations and supply chain. This statement builds upon our 2024 statement and reflects our ongoing commitment to continual improvement.

F. Ball and Co. Ltd has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all business relationships and to implementing effective systems and controls to safeguard against any form of slavery or human trafficking within our organisation or supply chain.

#### Our Organisation

Established in 1886, F. Ball and Co. Ltd is the UK's leading manufacturer of flooring adhesives and floor preparation products for the contract flooring industry.

Our market-leading adhesives, smoothing underlays and ancillary products are used across a wide range of sectors, including commercial, retail, education, healthcare and leisure.

In addition to serving the UK market, we distribute products internationally through a network of specialist agents and distributors. International trade continues to represent an important and growing part of our business.

#### Our Supply Chain

Our supply chain includes suppliers based in the UK, the EU and internationally. We maintain direct working relationships with our suppliers and seek to operate collaboratively and transparently.

We recognise that supply chains can present risks relating to modern slavery and human trafficking. To address this, we:

- Obtain and review suppliers' own modern slavery and human trafficking statements where applicable
- Conduct ethics surveys and due diligence processes during supplier selection and prior to approval
- Complete periodic reviews to support continued compliance

We expect our suppliers to operate in accordance with applicable laws and to uphold ethical standards consistent with our own values. Where concerns arise, we are committed to fully investigating issues and taking appropriate action in line with our policies

#### Policies and Governance

F. Ball and Co. Ltd operates a range of policies and procedures designed to promote ethical conduct and prevent inappropriate employment practices.

We are committed to:

- Providing equal opportunities
- Maintaining a working environment free from harassment and unlawful discrimination
- Paying wages well above National Minimum Wage and National Living Wage requirements
- Operating in accordance with the Equality Act 2010 and all applicable employment legislation

We maintain a whistleblowing policy that enables employees to raise concerns regarding wrongdoing, including suspected modern slavery or human trafficking. This policy is published in the Employee Handbook, which is available on our internal IT system and provided to employees at induction and following any major updates.

Our procedures are designed to:

- Identify inappropriate employment practices
- Assess and manage potential risks
- Protect whistleblowers
- Investigate any reports of slavery or human trafficking

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Responsibility for oversight of modern slavery risks rests with our directorial and management teams, who are expected to understand the requirements of the Modern Slavery Act and to address concerns raised by employees or suppliers.

We do not engage in human trafficking or modern slavery and have a zero-tolerance approach to the same in our supply chain.

#### **Due Diligence and Risk Management**

Due diligence is conducted during supplier selection and prior to approval, including the use of ethics surveys. These processes are repeated periodically to promote ongoing compliance.

Within our own workforce, we actively encourage all employees, from induction onwards, to treat others with respect and courtesy and to comply with all applicable laws, regulations and Company standards.

We do not engage in human trafficking or modern slavery and maintain a zero-tolerance approach across our operations and supply chain.

#### **Training and Awareness**

To support a high level of understanding of modern slavery risks, ongoing training is provided within the organisation. Training includes:

- How to assess the risk of slavery and human trafficking
- How to identify potential signs of slavery and human trafficking
- The initial steps to take if concerns are suspected
- Actions the organisation should take if suppliers or contractors do not implement appropriate anti-slavery measures in higher-risk scenarios

This training is intended to ensure that relevant personnel are equipped to recognise and respond appropriately to potential issues.

#### **Measuring Effectiveness**

To strengthen our monitoring and oversight, we continue to measure key performance indicators (KPIs) relating to modern slavery and human trafficking. These include:

- The number of staff trained in modern slavery and human trafficking awareness
- The number of suppliers that have undergone due diligence checks

This statement has been approved by the Managing Director of F. Ball and Co. Ltd and constitutes our Modern Slavery and Human Trafficking Statement for the financial year ending 31 December 2025.

A handwritten signature in black ink, appearing to read "Darren Kenyon".

**Darren Kenyon**  
Managing Director  
F. Ball and Co. Ltd