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MANDARIN STONE

Ethical Sourcing and Labour Standards Statement

Mandarin Stone is committed to conducting its business operations ethically and with integrity. We recognise the importance of respecting human rights. Here are the steps Mandarin Stone has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

About Mandarin Stone

Mandarin Stone employs 258 staff across a range of management, support, warehousing, fabrication, sales, showroom, and transportation roles. Employees are based at our Head Office in Monmouth, Wales, as well as in showrooms located throughout the UK.

Agency Workers

During periods of peak demand, we engage recruitment agencies to supply temporary workers. We ensure that all such agencies adhere to the principles and requirements of the Modern Slavery Act 2015

Our commitment to the principles of the Modern Slavery Act 2015

Mandarin Stone is committed to operating ethically and with integrity, respecting human rights and preventing modern slavery across its business and supply chains. We take all reasonable steps to prevent exploitation and abuse and fully support the requirements of the Modern Slavery Act 2015. We expect high standards of honesty and accountability from all staff and promote an open culture to identify and address any potential ethical or illegal practices.

Our supply chains

The Company's business involves purchasing and reselling porcelain, ceramic and natural stone tiles and fixing products from a wide range of suppliers. Some suppliers are UK-based and subject to UK legislation on working conditions, health and safety, working time and human rights. Other products are sourced via UK or European brokers whose suppliers operate outside the UK and EEC.

Our policies and procedures in relation to the Modern Slavery Act 2015

The following policies and procedures are available to all staff through our employee self-service app and our Employee Handbook:

- Disciplinary & grievance procedures
- Whistle-blowers procedure
- Personal harassment policy and procedure
- Equality, inclusion and diversity policy

Embedding the principles

We will continue to embed the principles through:

- Training - We provide training to our Warehouse and Logistics Management and buying team to ensure a high level of understanding of the risks of modern slavery and human trafficking. GLU MODERN SLAVERY 30 min eLearning
- Ensuring staff involved in procurement activity are aware of and follow modern slavery procurement guidance on GOV.UK
- Right to Work Checks - Right to Work checks are completed for all employees upon commencement of their employment with us.

We recognise the importance of transparency and accountability and will continue to take proactive steps to combat these intolerable practices.

This statement is made in accordance with section 54 (1) of the Modern Slavery Act 2015 and constitutes the Mandarin Stone Modern Slavery and Human Trafficking statement for the current financial year.

This statement has been approved by the Board of Directors and will be reviewed and updated every year.

Sam Small

Director

1st May 2026