



## Modern Slavery and Human Trafficking Statement

### Our Company

Fourds Ltd T/A Bloc comprise of Bloc Blinds; Bloc Blinds EU B.V.; Bloc Healthcare Solutions & most recently Bloc Labs.

Bloc Blinds and Bloc Blinds EU B.V. design and manufacture simple, clever and innovative window blinds, with a team of dedicated professionals who create precision-cut, made-to-measure blinds quickly and efficiently for customers around the world.

Bloc Healthcare Solutions produce PPE for healthcare workers, first responders and others who find themselves at the forefront in the fight against COVID-19. We use our problem-solving mindset and experience in product design and engineering to support essential workers with CE Certified healthcare equipment.

The most recent addition to the Bloc Group is Bloc Labs - a new spin-out which designs, tests, and develops the next generation of consumer technology products and experiences for global markets.

We are proud to be a locally based company employing a highly skilled workforce at our purpose-built factories in Magherafelt, our Hub in Belfast and most recently we have opened a new distribution facility in Herkenbosch, Holland

### Definition of Modern Slavery and Human Trafficking

Modern Slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human Trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern Slavery and Human Trafficking are considering as criminal offences and a violation of fundamental human rights.

### Our Commitment

We are committed to ensuring that there is no Modern Slavery of Human Trafficking in any part of our business, including supply chain, and to acting ethically and with integrity in all our business relationships. We will make every effort to ensure that all reasonably practicable steps are taken to understand and prevent the risk of Modern Slavery and Human Trafficking within our operations.

This commitment applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers. We expect that our suppliers will hold their own suppliers to the same high standards.

### Our Policy

We have a zero tolerance approach to Modern Slavery and/or Human Trafficking in our organisation and our supply chains, and will operate due diligence in our relationship and procedures with our suppliers, both existing and in the future. We encourage anyone working with us or on our behalf to have confidence that they can and should raise their concerns with us without fear of recrimination or reprisal. We aim for a zero-tolerance approach to violations of anti-slavery and human trafficking laws and will review the continuation of business with individuals and organisations found to be involved in slavery, human trafficking, forced or child labour. If breaches of these laws are found within our supply chain we will look to support organisations in their efforts to comply with the applicable legislation while retaining the right to cease business with such individuals and organisations on this basis. Our HR and Supply Chain Teams operate within the relevant legislation in respect of their practices and procedures, and uphold the highest standards of integrity and due diligence within their operations at all times. We will also endeavour to ensure everyone within our Company is aware of our policy and commitment and receives training as appropriate.

We will review this policy and its operation in practice, at least on an annual basis.

Signed:

A handwritten signature in black ink, appearing to read "Cormac Diamond".

**Cormac Diamond** CEO

Date: 11/08/2021