

Herman Miller Ltd. - Modern Slavery Act 2015

Statement – 2017-2018

Modern Slavery Act

Modern slavery is a crime resulting in an abhorrent abuse of human rights. It is set out in the Modern Slavery Act 2015 by the offences of ‘slavery, servitude and forced or compulsory labour’ and ‘human trafficking’.

The Transparency in Supply Chains provision in the Modern Slavery Act seeks to address the role of businesses in preventing modern slavery from occurring in their supply chains and organisations.

Every organisation carrying on a business in the UK with a total annual turnover of £36m or more will be required to produce a slavery and human trafficking statement for each financial year of the organisation.

Herman Miller Obligations under the Modern Slavery Act

Herman Miller is a designer and manufacturer of office furniture, the international side of the business is transacted through the company Herman Miller Ltd which is a subsidiary of Herman Miller Inc.

Our supply chain includes a number of independent companies internationally who provide raw materials, components, complete product and other items required for Herman Miller’s business needs.

Existing slavery and Human Trafficking policy

Herman Miller believe that conduct matters. It is important to do the right thing. Living with integrity and following a clear and ethical code has created a good business, a great place to work, and a trustworthy investment. That conduct transcends all areas of the business, including how we deal with each other internally and how we deal with customers, vendors, partners and governments.

Herman Miller Ltd. follows the guidelines set out by its parent company which confirms that Herman Miller, Inc., and its subsidiaries are committed to conducting its business in an ethical, legal, environmentally sustainable and socially responsible manner.

Herman Miller suppliers are subject to the Supplier Code of Conduct which sets out to ensure that they share the same ethics and principles as Herman Miller.

The Supplier Code of Conduct, together with the contractual relationship, forms the conditions of their association with us. Examples include amongst other criteria: - ensuring freely chosen employment, no child labour and ensuring minimum wages are paid.

The full Supplier Code of Conduct can be viewed on the www.hermanmiller.com website.

Suppliers - Current status

In the current financial year we continue to audit our supply chain with emphasis placed on territories with a potentially high risk of breaches under the Modern Slavery Act and have found no evidence of any breach.

The companies audited have also confirmed they understand our policy in respect of Slavery and Human Trafficking and confirmed that they are not involved in any such practices.

Some other relevant policies which prohibit non-compliance of modern slavery and human trafficking include:

1. HR Procedures for employees
2. Recruitment, selection and on-boarding policy
3. Policy on personal conduct.

In addition to the work completed above, Herman Miller also have in process further supplier questionnaires which request more information from our supply chain to ensure that those suppliers are able to investigate and prevent any modern slavery and human trafficking within their business.

Ongoing and Development work

We continue to research global risk areas in order that we can increase the audit of our supply chain to ensure full compliance with company policy.

The legal and compliance department is responsible to provide training to employees globally.

This training will raise awareness of Modern Day Slavery within the company internationally. This will serve to ensure that our staff in all areas will be aware of what to look out for and have the means to report behaviour which potentially breaches Modern Slavery rules to a manager or the legal and compliance department of the business.

Signed



Jeremy Hocking
President – Herman Miller International