

Herman Miller – Modern Slavery Act 2015

Statement – 2019-2020

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 Herman Miller companies which include Colebrook Bosson and Saunders (CBS) and naughtone which are all ultimately subsidiaries of Herman Miller Inc.

This statement encompasses Herman Miller subsidiary companies of Colebrook Bosson and Saunders and naughtone.

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

Herman miller has a full modern slavery process that audits all vendors on a regular basis (including change of ownership) to ensure third parties do not have any unacceptable practices in their business or further down the supply chain. Herman Miller also carries out site visits to review third party operations.

The current year has included a questionnaire which are required to be completed by the supplier, and relevant documentation is provided. The response is then reviewed by the supply chain team and any necessary areas followed up with the supplier.

Herman Miller continue to update 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

Ongoing and Development work

As in previous years Herman Miller continue to research global risk areas and take them into consideration with regard to our supply chains and location of our factories in order that third parties are not acting in breach of any requirements or the Herman Miller policies as set out above.

There is training updated on an annual basis which employees of Herman Miller have to take to ensure that they understand the rules around preventing modern slavery and see signs that it is taking place

Signed

A handwritten signature in black ink, appearing to read 'J. Hocking', with a stylized flourish at the end.

Jeremy Hocking
President – Herman Miller International