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[Farrow & Ball](#) - Transparency statement

Modern Slavery Act - Transparency Statement

Farrow & Ball Limited is a manufacturer and distributor of premium paint and wallpaper with a head office and manufacturing based in Wimborne, Dorset. We are part of a group of companies with parent company, FB Ammonite Limited, registered in England and Wales. We export to and sell our products across the world. Our products are distributed both directly and indirectly.

Farrow & Ball recognises the importance of taking action to combat modern slavery and human trafficking. During our financial year to 31st March 2020 we will continue to assess this risk to workers in our business and supply chain and improve supply chain accountability. We are also committed to continuous improvement of our processes to tackle slavery and human trafficking.

We source goods, materials and services, including the following, directly from suppliers:

- Raw materials for paint and wallpaper; Brushes, rollers and other decorating products; Primary and secondary product packaging and labelling; Marketing and merchandising materials; Uniform and personal protective equipment; Office supplies
- Couriers and shipping; Waste, recycling and environmental services; Laboratory-related services; Utilities; Recruitment; IT, marketing, Health & Safety: professional and training services; Cleaning and maintenance

We operate within the coatings industry sector, which is not identified as a high-risk sector for modern slavery. We operate a strict supplier selection process and have a close knowledge of key suppliers with whom we have long-standing relationships. We source a large majority of our goods and services from the European Union and North American suppliers, in which regions modern slavery is not prevalent, but we recognise that certain goods/services and the countries from which they are sourced, may carry greater risk.

As part of our ongoing initiative to identify and mitigate potential risk of modern slavery, we have

- Set up a team to manage supply chain compliance with anti-slavery values
- Identified resources and tools to develop processes to tackle slavery/human trafficking
- Conducted an internal audit of Farrow & Ball's employment policies and practices
- Started a risk assessment of our first-tier supply chains by:
 - classifying suppliers according to the risk factors set out in the resources and tools referred to above.
 - launching a consultation of suppliers classified as higher risk to assess the modern slavery risk in their business and their standards to ensure it does not take place.
- Appointed an independent third party, DQS UK Ltd, to conduct an audit of our supply chain validation and performance against criteria including labour and human rights. We have introduced an Anti-Slavery and Human Trafficking Policy. We have Whistle-blowing and Grievance Policies in place to protect employees, as a certified ILM International Leadership & Management accredited centre training is delivered on a global basis. We have appointed a dedicated team to integrate ISO26000 guidance on social responsibility within our business, including standards relating to labour practices and human rights. We are accredited to OHSAS 18001:2007 & ISO 14001:2015 and are now working towards our transition to ISO 45001:2018.
- Assessed the modern slavery risks in lower tiers of our supply chain

Where appropriate, we intend to take the following further steps to combat slavery and human trafficking:

- Put in place appropriately targeted training on the risks the business faces from modern slavery in its supply chains
- Introduce a Supplier Code of Conduct and related supply chain compliance programme

This statement is made to comply with the transparency provision of the Modern Slavery Act 2015 (section 54(1)) and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2020.

Signed for and on behalf of Farrow & Ball by

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