

Slavery and Human Trafficking Statement

2023/2024

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. Our organisation is represented at the UK market by a subsidiary, JYSK Limited. All value chain management is managed centrally within an operational company referred to as JYSK. This statement constitutes JYSK's slavery and human trafficking statement for the financial year 01.09.2023 – 31.08.2024.

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking.

We are committed to acting with integrity and transparency in all business dealings and to putting effective due diligence processes in place to safeguard against modern slavery taking place within the business or our supply chain.

Since November 2006, our organisation has been and currently is a participant of the Amfori Business Social Compliance Initiative (BSCI), which supports companies to drive social compliance and improvements within the factories and farms in their global supply chains.

As an Amfori BSCI Participant we endorse the BSCI Code of Conduct and its terms of implementation and cascade it through our supply chain. Therefore, JYSK does not tolerate any form of slavery, servitude, forced, compulsory labour and human trafficking and commits strongly to the early detection, monitoring and remediation of such issues in the supply chain. JYSK remains open to constructive engagement with stakeholders who can help to combat this phenomenon.

Organisational structure

JYSK is an international chain of stores, selling products for home and garden. As of 1 September 2024, JYSK operates 3,246 stores, including online stores, in 28 countries. JYSK employs approx. 31,000 employees. JYSK head office is located in Denmark, from where head office functions support all 28 countries.

Supply Chain structure

JYSK does not own any production facilities. JYSK works with approximately 200 suppliers and approximately 1,400 factories across 20 risk countries.

Responsible Supply Chain Management is of utmost importance to JYSK. All suppliers accept our Supplier Code of Conduct, and all suppliers located in risk countries¹ are managed via our membership with Amfori BSCI. Suppliers in risk countries participate in regular audits by third party and systematic follow-up with the purpose to promote responsible working conditions and respect for human rights.

In addition to our membership of Amfori BSCI we also collaborate with other relevant partners, such as the Danish Ethical Trading Initiative.

JYSK Human Rights Policies

As an Amfori BSCI Participant, JYSK has developed adequate policies and procedures to prevent and address any adverse human rights impact that may be detected in our supply chain.

As an Amfori BSCI Participant, our Supplier Code of Conduct and BSCI Terms of implementation state elements to pursue solid human rights due diligence process throughout our supply chain.

Our internal policy on human rights draws on UN Guiding Principles on Business and Human Rights. This means that we recognize that companies have the responsibility to respect human rights and, in the event of involvement of adverse negative impact on human rights, to provide remediation. We accept the responsibility we have towards our employees and the communities in which we operate, and we expect the same of suppliers. This commitment extends to any adverse impact we may cause or contribute to through our Group operations and business relationships.

Due diligence

JYSK is committed to act diligently in our business activities, including:

- Assessing actual and potential adverse impacts of our business against the values and principles of our Supplier Code of Conduct
- Identifying throughout the supply chain where the most significant risks for these adverse impacts may occur
- Acting upon them with the aim of preventing and/or addressing them in line with our Supplier Code of Conduct.

Our biggest exposure to Modern Slavery is in our global supply chain. Thus, we work actively with our suppliers to minimize the risk of Modern Slavery. Suppliers and factories located in risk countries are subject to due diligence checks in the form of compliance audits. If issues are identified, we initiate appropriate action.

The areas we have identified as the most likely risks of slavery and human trafficking within our supply chain are related to bonded labour and child labour.

¹ Cf. Worldwide Governance Indicators by the World Bank.

In this context, we have undertaken the following due diligence steps:

Monitoring our supply chain

- We have gathered and assessed reliable information about our business partners' responsible behaviour, among others by using BSCI audits
- We have requested our significant business partners to accept the Supplier Code of Conduct and BSCI Terms of Implementation and require them to pass it onto their own significant partners, creating a positive cascade effect
- We have evaluated the risk of new suppliers

Grievance mechanism and worker's involvement

Our organisation encourages all individuals to speak up and report any incidents of non-compliance including individuals and/or communities who may be adversely impacted by our organisation's activity.

Regarding suppliers to JYSK, the Supplier Code of Conduct sets forth a requirement to establish an anonymous and effective grievance mechanism.

Moreover, JYSK has a whistleblowing service, which is available on our webpage.

Signed by

A handwritten signature in black ink, appearing to be "Rami Jensen", written over a horizontal line.

Rami Jensen, President & CEO of JYSK