

ROL Modern Slavery Statement

Introduction

This statement is made in accordance with Section 54 of the United Kingdom's Modern Slavery Act of 2015 and constitutes our group companies ("ROL FREDBERGS UK LIMITED (03263686)", "ROL U.K. HOLDINGS LIMITED (02741615)" & "GIBSON LEA HOLDINGS LIMITED (01311845)) Slavery and human trafficking statement for the financial year ending 31 December 2020.

This statement was reviewed and endorsed by the Board of Directors of ROL AB in Jönköping, Sweden on 01 June 2021.

About ROL

ROL is a Swedish manufacturing company based in Jönköping, Sweden. We focus especially on height adjustable desks, turnkey projects and digital solutions for workspaces. Manufacturing takes place at our own facilities in Sweden, Lithuania, China and in the US. We also have local sales representatives in the UK, Denmark, Italy, the Netherlands and in Germany, ensuring a high-quality offering to our European market. During the financial year of 2020 we initiated a thorough review and update of our sustainability strategy, recognising the complexity of sustainability, global supply chains and the increased expectations of our customers.

Our commitment to sustainability and supply chains free of modern slavery

ROL is committed to fighting all forms of modern slavery in our operations and our supply chain. Our employees are obliged to follow our Code of Conduct which is based on the UN Declaration of Human Rights, The ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the UN Convention against Corruption, as outlined in the ten principles of the UN Global Compact. The Code of Conduct applies to all our employees in all countries of operation. The Code of Conduct is accompanied by our Supplier Code of Conduct, which outlines the requirements of suppliers to comply with ILO Conventions 29 and 105 on Forced and Compulsory Labour, the UN Convention on the Rights of the Child, ILO convention 79, 138 and 182, and the ILO Recommendation 146, on child labour. Furthermore, our suppliers are required to pay their employees and workers their duly wages and benefits. Workers shall be given time to rest, at least 1 day every 7 days.

Supply chain risks

As part of our 2020 initiative to review and update our sustainability strategy, we identified a need to strengthen our supply chain practices. Besides our own manufacturing facilities, we count on about 200 suppliers, on which we performed a sustainability risk analysis. We also developed a new set of sustainability screening criteria used to assess potential suppliers. The primary material purchased by ROL and used in our products are steel, plastic, wood and electronics, all implying complex supply chains with a prevalent risk of modern slavery.

Moving forward

We acknowledge that we must continue our efforts to ensure that our supply chain is free of modern slavery, be it forced and bonded labour or forced marriages. As part of our 2020 sustainability review and sustainability risk assessment we are working on the development of a new supply chain management process and updated audit cycle. This will see an updated Supplier Code of Conduct, renewed sustainability trainings for all our procurement staff, including the strategic buyers and category leaders as well as the Human Resources staff at our own facilities. It will also include third-party audits of high-risk suppliers, conducted by a third-party auditor. The trainings will include sessions dedicated to identifying and preventing modern slavery.

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Per Karlsson

Director of the board in ROL AB

ROL AB June 2021