

BOLIA

Modern Slavery Act Transparency Statement

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and sets out the steps taken by BOLIA UK Limited and its subsidiaries during the financial year 01.09.2026 – 31.08.2027 to prevent modern slavery, forced labour, child labour and human trafficking in our business operations and supply chains.

INTRODUCTION

Modern slavery is a violation of fundamental human rights and can take various forms, including forced labour, child labour, servitude and human trafficking.

BOLIA has zero tolerance for modern slavery and is committed to conducting business responsibly and ethically throughout its operations and supply chains. We recognise our responsibility to respect internationally recognised human rights and to identify, prevent and mitigate potential human rights risks in connection with our business activities.

Our approach is guided by internationally recognised standards, including:

- The UN Guiding Principles on Business and Human Rights;
- BSCI Code of Conduct
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct;
- The International Labour Organization (ILO) Core Conventions; and
- Applicable national legislation.

ORGANISATIONAL STRUCTURE

BOLIA is a Danish design company offering furniture, lighting and interior products through stores, online channels and selected partners across Europe, including the United Kingdom.

We operate through a network of our own and digital sales channels and collaborate with suppliers and business partners to deliver our products to customers across multiple markets.

SUPPLY CHAIN STRUCTURE

BOLIA does not own any production facilities. Our products are manufactured by carefully selected suppliers located primarily in Europe and Asia.

We maintain long-term relationships with our suppliers and work to ensure that responsible business practices are integrated throughout our supply chain. We expect suppliers and business partners to operate in accordance with our standards relating to labour rights, ethical conduct and responsible sourcing.

GOVERNANCE AND POLICIES

Our approach to human rights and responsible supply chain management is supported by a range of policies and procedures, including:

- Human Rights Policy;
- Supplier Code of Conduct;
- BSCI Code of Conduct

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- Supplier Manual;
- Supplier contracts; and
- Whistleblower Policy (applicable to BOLIA employees only).

These policies establish our expectations for employees, suppliers and business partners and support our efforts to address human rights risks throughout our operations and supply chains.

DUE DILIGENCE AND RISK MANAGEMENT

BOLIA applies a risk-based due diligence process across its supply chain.

Our approach includes:

- Supplier onboarding and screening;
- Contractual commitments requiring compliance with our Supplier Code of Conduct;
- Risk assessments based on country, sector and product categories;
- As a member of amfori, BOLIA requires suppliers with production in identified risk countries to undergo an independent third-party amfori BSCI social audit;
- Follow-up of audit findings through corrective action plans; and
- Ongoing supplier dialogue and performance monitoring.

Where serious concerns are identified, suppliers are required to implement corrective actions within agreed timeframes. Failure to address significant non-compliance may result in suspension or termination of the business relationship.

MODERN SLAVERY RISKS

Based on our due diligence processes, the areas presenting the highest potential risk of modern slavery include:

- Manufacturing in countries with elevated labour rights risks;
- Subcontracting without adequate oversight;
- Excessive working hours;
- Recruitment practices involving migrant workers; and
- Raw material sourcing where supply chain transparency is more limited.

We continuously work to improve visibility beyond our direct suppliers and strengthen our understanding of potential human rights risks throughout the supply chain.

ACTIONS TAKEN DURING THE REPORTING PERIOD

During the reporting period, BOLIA:

- Continued supplier due diligence activities;
- Conducted or reviewed social compliance assessments;
- Monitored implementation of corrective action plans where relevant;
- Strengthened supply chain mapping;
- Continued collaboration with suppliers on responsible business conduct; and

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- Reviewed internal governance relating to human rights risks.

TRAINING AND AWARENESS

Relevant employees working within sourcing, purchasing, quality, sustainability and supplier management receive guidance and training on responsible sourcing, human rights and the identification of indicators of forced labour and modern slavery.

We will continue to strengthen awareness and competence across the organisation.

MEASURING EFFECTIVENESS

We monitor the effectiveness of our approach through indicators including:

- Percentage of strategic suppliers covered by due diligence;
- Supplier audit completion rates;
- Number of corrective action plans implemented;
- Supplier acceptance of our Code of Conduct;
- Reported concerns through whistleblowing channels; and
- Follow-up of identified human rights risks.

These indicators are regularly reviewed to support continuous improvement of our processes and due diligence activities.

LOOKING AHEAD

During the next reporting period, BOLIA intends to:

- Further improve supply chain transparency beyond Tier 1 suppliers;
- Strengthen supplier risk assessments;
- Expand training activities;
- Continue engagement with suppliers on responsible sourcing; and
- Further integrate human rights due diligence into procurement processes.

This statement has been approved by the Board of Directors of BOLIA A/S.

Signed by

Date

Kristina Øhlenschläger Larsen

04/09/2026

BOLIA A/S