

Modern Slavery Statement

Introduction

This statement has been published in accordance with Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Fourfront Group, comprising Area, Area Europe, Sketch Studios and 360 Workplace, during the financial year ending 2025/2026 to prevent modern slavery and human trafficking in its business operations and supply chain.

We know that slavery, servitude, forced labour and human trafficking (Modern Slavery) is a global and growing issue given the rapid rise in global migration, existing in every region in the world and in every type of economy, whether industrialised, developing or in transition. No sector or industry can be considered immune or untainted.

Fourfront Group is committed to a zero-tolerance approach to Modern Slavery of any kind within our operations and supply chain and operates an integrated management system aligned to ISO 9001 and ISO 14001. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns, using the appropriate reporting channels, and management are expected to act upon them.

Our Business and Supply Chain

Fourfront Group operates within the construction and workplace solutions sector and relies on a global network of suppliers and subcontractors.

We expect all suppliers to demonstrate responsible business practices, including ethical sourcing and protecting human rights. We aim to fulfil this commitment by seeking relationships with suppliers who share a common commitment to:

- Conduct business in an ethical manner and abide by all legal and regulatory requirements
- Comply with the international labour practice standards with specific focus on the ILO Conventions
- Freedom of association and the right to collective bargaining
- Elimination of all forms of forced or compulsory labour
- Effective abolition of child labour
- Elimination of discrimination with respect to employment and occupation
- Respect the human rights of all stakeholders in the supply chain
- Provide a safe and healthy workplace to its employees and other partners
- Demonstrate commitment to protect the environment by conserving natural resources, preventing pollution, implementing waste reduction and management programs and minimising its impact on the climate
- Promote diversity and inclusivity
- Maintain transparency and disclose sustainability performance and practices in line with regulations or international practices

- Demonstrate leadership

ISO alignment: ISO 9001 clause 8.4; ISO 14001 clause 8.1

Actions Taken During the Financial Year

- Conducted due diligence on suppliers
- Performed supply chain audits
- Strengthened onboarding controls
- Delivered Modern Slavery training using information provided by HM Government and the Home Office
- Maintained whistleblowing mechanisms

ISO alignment: ISO 9001 clause 8 and 9.1; ISO 14001 clause 6.1

Risk Assessment and Management

Key risk areas include subcontracted labour, lower-tier suppliers, and higher-risk regions.

Mitigation includes audits, risk mapping and corrective actions.

ISO alignment: ISO 9001 clause 6.1; ISO 14001 clause 6.1

Effectiveness and Performance Measurement

- Training completion rates
- Supplier audit coverage
- Compliance levels
- Reported incidents and resolutions

ISO alignment: ISO 9001 clause 9.1 and 9.3; ISO 14001 clause 9

Continuous Improvement

Fourfront Group is committed to continuous improvement through enhanced monitoring, training and supplier engagement.

ISO alignment: ISO 9001 clause 10; ISO 14001 clause 10



Gary Chandler
CEO
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