



## **DFS Furniture Group Human Rights Policy**

# Human Rights Policy

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## Version Control

V	Last Modified By	Change Description	Last Modified On
	R Bayles	Draft approved by the Board	

## Review History

V	Document Owner	Review Comments	Reviewed Date
	L McDonald	Next review March 2023	

## Reviewers

V	Reviewer Name	Reviewer Role	Review Date
	Mike Schmidt	Group CFO	/03/2023

## Authorised by

V	Approver Name	Approver Role	Approved Date
	RSC Committee	RSC Committee	03/03/2022

## Related Documents

Document Name	Document Location
Group Code of Conduct	DFS Corporate Website
Group Anti-slavery and human trafficking policy	DFS Corporate Website
Supplier Code of Practice	DFS Corporate Website
Group Whistleblowing Policy	DFS Corporate website

## 1. POLICY STATEMENT

1.1 As the market leading sofa retailer, DFS Furniture PLC (“DFS Group”) recognises its responsibility to respect and uphold human rights (fundamental rights and freedoms) throughout its operations and supply chain.

## 2. OUR APPROACH

2.1 We are committed to ensuring that our customers, employees, workers in our supply chain and the members of the local communities we operate in are treated with dignity and respect by upholding internationally recognised human rights principles.

2.2 Our approach is to implement the UN Guiding Principles on Business and Human Rights and to recognise and manage the risk of harm associated with Human Rights violations. In line with those principles DFS recognises the corporate responsibility to respect these principles and commit to ‘know and show’ this through on-going human rights due diligence. Furthermore, our efforts include ongoing robust engagement with our business and major supply chain partners to mitigate potential human rights impacts beyond our direct control

2.3 As a business, we shall seek to avoid infringing the human rights of others within our operations, work to address any risks to human rights we identify and to follow best practice in this space where possible.

2.4 DFS’s Human Rights Policy applies to all DFS employees worldwide, anyone doing business for or with DFS and others acting on DFS’s behalf. This applies to all locations where DFS conducts business and to all company-sponsored events.

2.5 **Definitions** Human rights are basic rights inherent to all human beings, regardless of nationality, place of residence, sex, sexual orientation, national or ethnic origin, colour, religion, language, or any other status.

## 3. OUR COMMITMENT

3.1 The DFS Group Commit to:

- i. Regularly review human rights (and modern slavery) related risks associated with our business and supply chain. We will identify any relevant new risks and ways to mitigate them, as well as regularly considering pre-existing risks. Our [Anti-slavery and Human Trafficking policy](#) sets out our approach.
- ii. Promote respect for human rights throughout the Group and embed this within the Group culture. Our Code of Conduct, which applies to all DFS Group colleagues and our suppliers already promotes this: [DFS Group Code of Conduct](#)

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- iii. Promote the reporting of any human rights concerns throughout the DFS Group and Supply Chain, by providing sufficient ease of access to highlight any concerns, including the provision of an anonymous whistleblowing service. See our Policy: [Whistleblowing Policy](#)

All concerns relating to an alleged breach of Human Rights will be fully investigated and action taken where deemed necessary.

- iv. Our approach is to provide training on these types through our Employee Code of Conduct e-learning which is mandatory for all DFS employees and in depth training on the risks of Modern Slavery in the wider supply chain through for those employees who work most closely with our suppliers.
- v. Our contracts require third parties to confirm that they comply with Anti-corruption, and anti-slavery legislation and we will terminate relationships with third parties where we find examples of breaches of those contractual obligations.
- vi. Continue to carry out rigorous due diligence to mitigate risks across our own operations and supply chain. Due to the nature of our business, the most significant human rights risks are through our supply chain. We seek to address this through our ethical sourcing commitments and through our Supplier Code of Practice: [Supplier Code of Practice](#)

Within our own operations, our priority is to create an inclusive workplace where “Everyone is Welcome” and feels respected and valued.

- vii. Regularly monitor our performance and progress on key human rights issues indicators and report on this in our Modern Slavery Statement which we publish on the UK Government Register, and in our [Annual Report](#).
- viii. This policy has been approved by the Board of Directors’ of DFS Furniture PLC. It does not form part of any employee's contract of employment and we may amend it at any time

### 4. Approval

- 4.1 This policy has been approved by the Responsible and Sustainable Business Committee, a committee of the Board of Directors’ of DFS Furniture PLC. It does not form part of any employee’s contract of employment and we may amend it at any time.

Alison Hutchinson C.B.E  
Senior Independent Directors & RSC Committee Chair, DFS Furniture PLC  
3 March 2022