Modern Slavery & Human Trafficking Statement

Version 1.4 – August 2026

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Introduction

This is our 9th modern slavery statement following the ratification of the Modern Slavery Act 2015. Modern slavery is a term used to encompass not only slavery but servitude, forced and compulsory labour, bonded and child labour and human trafficking. This statement is made pursuant to Section 54 of the Modern Slavery Act 2015, whose purpose is to ensure companies and their supply chains are free from Modern Slavery and Human Trafficking by implementing systems and controls that are preventative in their application.

We continue to be committed to acting ethically and with integrity in all our business relationships, new and existing.

Our Business Structure & Supply Chain

Maris Interiors LLP is the only reporting entity but incorporates separately identifiable divisions of Maris, Furniture Solutions, FSL Group Ltd and FSL interiors (UK) Ltd.

Together we are the UK's leading workplace optimisation, office design, fit-out and furniture installation company, offering our Clients a complete product and service package for all their office needs.

We have approximately 203 staff and partners working at our offices in London and the home counties, some of our staff work flexibly and as a result we have several hot desks for those staff who do not have a specific office base although with our new regional office in Farnham and increased office space in London most staff are now able to come to an office on a regular basis.

Our Supply Chain is large and varied and made up of material suppliers, Sub-Contractors, main Contractors, Agencies and Consultants, the businesses are both large multinational companies and small local based ones.

Following the implementation of our Supply Chain management system, Samson, we have spent much of the year ensuring all our new and existing Supply Chain members are enrolled using this system.

Due Diligence

Our responsibility in performing due diligence of our Supply Chain is to minimise the risk of their involvement in conducting Modern Slavery and Human Trafficking operations. The implementation of Samson has made this task more manageable given the size and variety of our Supply Chain.

In 2026 we carried out another assessment of the Supply Chain and deemed the risk of Modern Slavery in our chain to still be low due to the nature of services we offer. This will continue to be an annual review to ensure the risks are not changing. For the future we will continue our efforts on the updating and maintenance of our legal paperwork to ensure all companies connected with us are legally required to adhere to the principles of the Modern Slavery Act, Including the Inclusion of the National Minimum wage.

Evaluation Of Our Relevant Policies

Maris Interiors LLP maintains ISO:9001, ISO:37001, ISO:27001, ISO:14001 and ISO:45001 certification with BSI ensuring the highest level of record keep and procedure management. External audits by independent consultants ensure our systems remain enforced.

We again reviewed and launched new employee policies in 2026 that are accessible via our online HR Payroll portal. This includes relevant information about Modern Slavery. We encourage all staff to read these policies on a regular basis. We now consider these to be in line with current requirements but will continue to review them to ensure they remain up to date.

Key Performance Indicators & Ongoing Training

We consider our Key Performance Indicator to be training of our personnel, knowledge is the key in combating Modern Slavery moving forward. We also feel that actively managing our new Supply Chain using Samson and enrolling our historic suppliers onto this platform will help us manage this.

We continue to use the on-line training of staff in 2026 via Vinci training portal, inducting all new starters via their training portal.

Recruitment

Maris Interiors LLP is committed to employing only the highest calibre of employee and as such will undertake all relevant pre-employment checks prior to staff being employed. We ensure all agencies are aware of and adhere to our standards on regular intervals. We strive to maintain the highest standards of employee conduct and ethical behaviour in delivering our services and managing our supply chain. Our employee Policy Guide sets out the behaviours expected of our employees when representing Maris Interiors LLP

Our Future Plan

For the next 12 months we plan to improve the online content available to staff for their training and to actively encourage all staff, Maris Contracts employees and our supply chain to take an interest in Modern Slavery regardless of their role in the company. We will be using our new HR Payroll portal (for internal staff) to promote Modern Slavery understanding.

August 2026

Simon Vaughan

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Signed on behalf of Maris Interiors LLP