



Human Rights Policy

DFS Furniture PLC

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	Board of Directors	DFS Furniture Directors	18/09/2025

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. This policy is approved by the Board of Directors of DFS Furniture PLC on behalf of itself and its subsidiary companies (together “the DFS Group”). DFS Furniture PLC and its subsidiary companies together (“the Group”) recognises its responsibility to respect and uphold human rights throughout its operations and supply chain. We are committed to ensuring that people are treated with dignity and respect by upholding internationally recognised human rights principles
- 1.2. Human rights are basic rights inherent to all human beings, regardless of nationality, place of residence, sex, sexual orientation, national or ethnic origin, colour, region, language, or any other status, which allow individuals to lead a dignified and independent life, free from abuse and violations. These basic rights include freedom of speech, privacy, health, life, liberty and security, as well as access to clean water and sanitation and an adequate standard of living.
- 1.3. We live in a complex and uncertain world. The upholding of these rights remains as important as ever. Some human rights violations, such as modern slavery, are serious crimes where some of the most vulnerable people in society are exploited for criminal gain.

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. We take seriously any allegations of human rights abuse in all its forms and will not tolerate, or condone, abuse of human rights within any part of our Group or our supply chains. We place importance on the provision of effective remedies wherever human rights impacts occur through company-based grievance mechanisms .
- 2.3. 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 / modern slavery due diligence. We have processes and procedures in place to monitor our suppliers and activity engage with our supply

chain partners to mitigate potential human rights' risks and remediate any adverse impact operations may have caused or contributed to.

- 2.4. Our Human Rights Policy applies to all our colleagues, our subcontractors, or any third party acting on the Group's behalf. All our colleagues and suppliers are expected to report any concerns about human rights abuses to their line manager through our Whistleblower procedure.

3. OUR COMMITMENT

The Group commits 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 of our colleagues and all our suppliers already promotes this: [DFS Group Code of Conduct](#)
- 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](#)
- iv. All concerns relating to an alleged breach of Human Rights will be fully investigated and action taken where deemed necessary. We ensure access to remedy through a transparent, predictable process with clear communication and open dialogue. Where harm is identified, we provide fair and effective remedies such as an apology, restitution, compensation, or policy changes, potentially in collaboration with supply chain partners.
- v. Our approach is to provide training 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 for those employees who work most closely with our suppliers.

vi. Our direct contractual arrangements and procurement policy requires third parties to confirm that they comply with Anti-corruption, and anti-slavery legislation and we reserve the right to terminate relationships with third parties where we find examples of breaches of those contractual obligations.

vii. Continue to conduct 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 and comfortable in speaking up to raise concerns.

viii. 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.

4. Approval

4.1. This policy has been approved by the Board of Directors of DFS Furniture PLC. It does not form part of any employees’ contract of employment, and we may amend it at any time.

4.2. The Board of Directors DFS Furniture PLC 18 September 2025