



Comfy Quilts Modern Slavery & Human Trafficking Statement 2026

Introduction

Comfy Quilts Ltd was founded in 1973 and has grown to be one of the UK's largest manufacturers of filled bedding products in the UK. Comfy Quilts Ltd manufacture and distribute duvets, pillows, protectors, and mattress toppers as well as supply bed linen, nursery products, and towels to the nation's biggest retailers, working alongside some of the biggest names in bedding such as Silentnight, Rest Assured, Sealy and Jeff Banks as well as its own Brands. We pride ourselves on the quality of our products and the service we offer, there service we provide and the ethical standards under which we operate. Employing over 300 people across four sites in Manchester, our team are passionate about what we do and value every person who plays their part in making our business so successful.

Comfy Quilts Ltd operates as part of a wider group of businesses trading under the Comfy Group name. While Comfy Group is not a separate legal entity, the policies, controls, reporting mechanisms and ethical standards described in this statement are applied consistently across all businesses operating under the Comfy Group name.

Although published on the Comfy Group website, this statement applies specifically to Comfy Quilts Ltd and its manufacturing operations and supply chains. The policies, controls, reporting mechanisms and ethical standards described are applied consistently across all businesses operating under the Comfy Group name.

We are committed to long lasting improvements to employee conditions and work environments in both our own facilities and that of our suppliers. Comfy Quilts Ltd is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We aim to provide an ethical and respectful work environment for all our employees.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity, or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.



Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation

understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not knowingly enter into business with any organisation, in the United Kingdom or abroad, that supports or is found to be involved in slavery, servitude, forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Comfy Quilts Ltd supports Stronger Together, a multi-stakeholder initiative aimed at reducing modern slavery, particularly in the labour supply chain. This statement demonstrates our actions and activities to underpin our commitment to tackling modern slavery and human trafficking during the financial year 1st February 2025 to 31st January 2026.

Policies in relation to slavery and human trafficking.

- Modern Slavery Policy
- Equal Opportunities Policy
- Ethical labour and Human Rights Policy
- Recruitment and Agency Workers policy
- Grievance Policy and Procedure
- Whistleblowing Policy
- Anti-Bribery & Corruption Policy
- Equality, Diversity & Inclusion Policy
- Harassment, Victimisation & Bullying Policy
- Prevention of Sexual Harassment Policy
- Worker Exploitation helplines

These policies apply to all employees and workers across businesses operating under the Comfy Group name and are supported by common reporting and escalation mechanisms.



Our Supply Chain

We are committed to responsibly sourcing raw materials and finished products through our UK and International supply chain. We recognise the risk of modern slavery within labour provisions and manufacturing supply chains. These risks are mitigated through the use of specified labour providers, due diligence checks, SMETA audits, Stronger Together methodologies and contractual termination rights. UK manufacturing operations are considered lower risk but remain subject to regular internal audits and worker engagement.

Suppliers - all manufacturing suppliers are subject to SMETA audits annually to demonstrate ethical compliance.

Labour Providers - the organisation uses only specified, reputable employment agencies to source labour and always verifies the ethical practices of any new agency it is using before accepting workers from that agency.

Where non-compliance or heightened risk is identified, corrective action plans are implemented and monitored, and relationships may be terminated where required.

Embedding the Principles

Over the past 12 months, Comfy Quilts Ltd have undertaken the following activities:

- Included Modern Slavery training in all employee inductions as well as temporary workers employed via on-site labour providers.
- Provided online, mandatory Modern Slavery training to all employees across the business.
- Displayed helpline numbers on notice boards across the business, on Sharepoint and in our employee newsletter.
- Revised and published new policies: Modern Slavery, Ethical labour and Human Rights, Recruitment and Agency Workers, Anti-bribery, and Corruption.
- Offered free employee assistance for employees to access support and counselling on a confidential basis.
- Placed posters in different languages with information on how to identify and report possible modern slavery, human trafficking, bonded or forced labour.
- Ensured that all prospective employees are legally entitled to work in the UK before they commence employment and conducted age verification.
- Introduced additional right to work and age verification checks for all workers supplied by a Labour provider.
- Reviewed and revised the Whistleblowing Policy to safeguard our employees from any abuse or coercion, once in our employment.
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- Provided and communicated information on a confidential, third-party reporting platform (FaceUp) for employees to report any concerns, complaints, or potential wrongdoing on posters, intranet, and newsletter.
- Continued to enforce a Child Labour policy (outlined in the Ethical Labour and Human Rights Policy) to prevent the recruitment and employment of child labour and a remediation procedure in the event child labour is detected in the organisation including its supply chain.
- Continued to publish a grievance flowchart to simplify the communication process as well as the ability to raise grievances confidentially with the HR team or on the reporting platform (FaceUp).
- Continued to enforce our Ethical Labour and Human Rights policy which includes our approach to Forced Labour and Bonded Labour to provide clear and practical interpretation of international labour standards to ensure Comfy Quilts and its suppliers tackle forced labour and bonded labour.
- Ensured supplier contracts included termination powers in the event that the supplier is, or suspected, to be involved in modern slavery.
- Continued to maintain a log of ethical audits for suppliers before they enter the supply chain.
- Produced a new supplier manual and ensured supplier awareness of termination powers are explained at onboarding and in annual audits.

Measuring Effectiveness

Comfy Quilts Ltd measures the effectiveness of its approach to preventing modern slavery through the following indicators:

- All permanent employees and temporary workers completed modern slavery awareness training during the reporting period.
- All on-site labour providers were audited at least bi-annually using the Stronger Together methodology.
- All manufacturing suppliers were subject to SMETA audits prior to onboarding and on an ongoing basis.
- Modern slavery and worker exploitation helpline information was communicated across all sites and made available in multiple languages.
- No substantiated incidents of modern slavery or human trafficking were identified during the reporting period.

The organisation continues to review these measures annually to ensure continuous improvement.



Raising Awareness

Comfy Quilts Ltd has raised awareness of modern slavery issues through mandatory training and by putting up posters across the organisation's premises and articles in our newsletter, explaining to employees:

- the basic principles of the Modern Slavery Act 2015
- what employees can do to flag potential slavery or human trafficking issues to the relevant parties within the organisation
- what external help is available, for example through the Modern Slavery Helpline.
- how to access helpline numbers and report any concerns confidentially to Comfy Quilts and/or external bodies.

Actions for the next reporting period

During 2026 to 2027, Comfy Quilts Ltd will undertake the following activities:

- Continue our training programme on modern slavery for all employees and source additional training where required for those employees whose job roles carry a higher level of risk in the area of ethical business practice.
- Undertake bi-annual internal audits of HR processes and procedures.
- Complete Stronger Together's Business Partner programme for greater awareness and up to date information.
- Communicate the Anti-bribery and Corruption Policy, covering bribery, corruption, or any type of fraudulent Business Practice to all appropriate persons, including its suppliers and publish on our website.
- Continue to display the modern slavery helpline and reporting platform details on internal communications including in noticeboards and our newsletter.
- Raise awareness of modern slavery by publishing all relevant policies on the Comfy Quilts intranet.
- Continue to operate a confidential employee assistance helpline for confidential support.
- Encourage employees to report concerns and where applicable and contact the relevant authorities.
- Ensure employees who report concerns will be taken seriously and receive full protection under the Whistleblowing Policy.
- Continue to include modern slavery awareness training during induction, including information on what external help is available, for example through the Modern Slavery Helpline and Gangmasters and Labour Abuse Authority.



Contact

All concerns regarding modern slavery should be addressed to the Head of HR who will then undertake relevant action regarding the Organisation's obligations.

Statement

Comfy Quilts Ltd have released this statement so our business partners, employees and customers can be confident in our approach to upholding our human rights and tackling modern day slavery and adhering to the Modern Slavery Act 2015. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year end 31st January 2026. It is approved by the Directors of Comfy Quilts Ltd, who review and update it annually.

Jamie Moryoussef

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Managing Director

31st January 2026

Bob Moryoussef

A handwritten signature in black ink, featuring a large, stylized initial 'B' followed by a series of loops and a trailing line.

Chief Executive Officer

31st January 2026