

Section 172(1) statement

This statement describes how the directors have had regard to the matters set out in section 172(1)(a) to (f) Companies Act 2006 when performing their duty to promote the success of the Company for the benefit of its members as a whole.

The infrastructure of the Company and composition of the board has been built with a desire to maintain a reputation for high standards of business conduct in all decisions made throughout the business. The board of directors' work closely with the Board of the ultimate holding company Belfield Group Limited ("the Group"), providing group strategic alignment.

2019 has been a year of incremental progress with changes to senior management and a focus on alignment of key functional processes and values across the Company.

The directors consider the following to be the Company's key stakeholders:

Employees

Employees are the cornerstone of our business and the foundation upon which the success of the Company has been built. Frequent engagement with employees is critical to ensure they have the right support and that their views are heard and incorporated into Board decisions.

The Company's policy is to consult and discuss with employees, through staff councils and at meetings, matters likely to affect employees' interests. The Company keeps employees informed of business performance, key developments and the decisions which are taken that affect employees. This is achieved through one or more of the established communication channels including Notice Boards, Team Briefs, Newsletters and more formal means such as consulting with elected members of the workforce. The HR function throughout the Company reports directly into the Managing Director, establishing a chain of communication for employees directly into the Board.

A range of policies including compliance to wellbeing and equality are accessible by all employees and are regularly updated and communicated to new staff via the employee handbook. There is a group wide intranet platform that facilitates communication.

The Company is committed to being an equal opportunities employer and to valuing diversity. Working practices are free from unfair and unlawful discrimination and encourage mutual trust and respect of all individuals. A policy of equal opportunities enables the Company to employ, train and promote employees on the basis of their experience, ability and qualifications without regard to age, disability, gender and race honouring all aspects of the Equality Act 2010.

Customers

The business places high value on its customers. Forming strong relationships with our customers has enabled the business to grow to where it is today. We maintain frequent communication with our customers to understand their needs, and work with them to continue to design and deliver products that satisfy the consumer.

During the year, the Company collaborated with customers to introduce many new models and ranges. This drives our business and seeks to offer a fresh look for our customers.

Suppliers

We rely on our suppliers and supply chain partners to provide materials and services that meet both our and our customers' high-quality standards, to reliably distribute our goods across the UK and provide the factory workspace within which we manufacture whilst always seeking to achieve value for money. We strive to build trusting partnerships from which we can both mutually benefit.

Westbridge Furniture Designs Limited

Extract from the Annual Report and Financial Statements for the Year Ended 31 December 2019

Investors

The input of and continued access to capital and debt funding has been essential in facilitating the Company's growth to date. Investors rely on us to protect their investment and to deliver sustainable, profitable growth.

Financing is managed centrally by the Group who are responsible for managing the relationships with our bank and other funding providers, and for the Group's cash management and financing activities. The Finance Director will report into the Group on the Company's cash management activities including policy reviews and market updates.

The Board carefully considers the Company's cash position and forecasts when making decisions on capital expenditure allocation and the payment of dividends.

Under the guidance of new management, the Group hosted a shareholders' day to bring all shareholders up to speed with performance and to discuss strategic plans.

Communities and the environment

We have a responsibility to protect both the environment and the interests of the local communities in which we operate. Minimizing non-recyclable waste, is and continues to be a key objective for the Company. Furthermore, low energy consumption is a major initiative at all premises.

Governing bodies and regulators

The Company prides itself on its high-quality products and operations and has established design and quality control procedures such that products manufactured meet relevant quality and safety requirements.

With the growing number of cyber-attacks, the Company has continued to invest in IT with Cyber Essential compliance and upgraded security a priority.

The Company is aware of and constantly strives to improve its health and safety performance. The importance that the Board places on health and safety mandates that it reports as a function directly to the CEO. A Company-wide health and safety initiative has been designed and implemented during the year to improve health and safety in the workplace.

The Company manages its tax affairs responsibly and proactively to comply with tax legislation.

The key board decisions made in the year are set out below:

Key decisions and developments	Stakeholders affected	Considerations and actions
Investment in Health & Safety culture and performance	Employees Governing bodies & regulators	<ul style="list-style-type: none">• Protect the safety of our employees while at work and maintain high standards of business conduct.• Ensure that policies and procedures comply with regulations.• Instil a new culture throughout the Company to value the importance of health and safety.• A new Company wide health and safety initiative has been designed and implemented during the year.

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Key decisions and developments	Stakeholders affected	Considerations and actions
Changes to the Company Organisational structure	Employees Customers Investors	<ul style="list-style-type: none">• Streamlined and efficient reporting provides investors with a transparent view of the performance of the business.• Collaboration of teams within these sectors enables the sharing of best working practices and ideas to increase efficiency and quality.• The increase in efficiency and productivity enables the Company to sustain its competitive advantage long-term.
New management team	Employees Customers Suppliers Investors	<ul style="list-style-type: none">• A new management team brings new ideas and knowledge into the business.• Relationships with key customers and investors have been reinvigorated.
Employee Development	Employees	<ul style="list-style-type: none">• A new employee personal development review program was introduced to recognise and develop the talent across the Company.• A new suggestion programme was designed to encourage, recognise and reward employees & agency staff who put forward original suggestions that will improve any aspect of the business.