

**Debenhams**  
GROUP

**MODERN SLAVERY STATEMENT**  
OCTOBER 2025

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## Debenhams GROUP

Founded in Manchester in 2006, Debenhams Group is an inclusive and innovative brand, delivering fashion, beauty, and lifestyle for everyone. We continue to push boundaries to offer trend-led, inspirational products — anytime, anywhere.”

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@boohoo



boohoo



@boohoo.com



### STATEMENT FROM DAN FINLEY

At Debenhams Group<sup>1</sup>, we are committed to upholding high standards of ethical trade, responsible sourcing, and the protection of human rights across our operations and global supply chain. Reducing the risk of modern slavery and human trafficking remains a core component of our corporate responsibility agenda.

We acknowledge the complex and often hidden nature of modern slavery, which can include forced labour, child labour, debt bondage, and the exploitation of migrant and vulnerable workers. We maintain a zero-tolerance approach to any form of modern slavery—whether within our own business or among those who supply or work on our behalf.

Debenhams Group source from all over the globe and with this international footprint comes the responsibility to ensure robust oversight and continuous improvement across all tiers of our supply chain. During the 2024/25 financial year, we strengthened our ethical governance through several key initiatives:

Continued support for the International Accord framework, reinforcing our commitment to collaborative action on worker safety, labour rights, and supply chain accountability in high-risk sourcing regions.

Implementation of the Segura digital platform, to enable greater supply chain transparency through enhanced traceability, compliance mapping, and data-driven risk analysis.

The expansion of our Ethical Compliance team internationally into key sourcing regions, to support proactive monitoring, supplier capability building, and local remediation where needed.

These actions form part of our broader due diligence and ethical sourcing strategy, which includes regular risk assessments, third-party audits, capacity-building initiatives, and engagement with sector peers and multi-stakeholder platforms.

This Modern Slavery Statement is made in accordance with the UK Modern Slavery Act 2015, covering the activities undertaken during the 2024/25 financial year. It outlines the steps Debenhams Group, and its subsidiaries have taken to assess and address modern slavery risks as well as our ongoing commitment to responsible and ethical business practices across all sourcing regions.

This statement has been approved by the Board of Directors of Debenhams Group and is made on behalf of Debenhams Group and its relevant entities.

*Signed,*  
Dan Finley  
Chief Executive Officer  
Debenhams Group

<sup>1</sup>(trading name of boohoo group plc)

## OVERVIEW

This Modern Slavery Statement (this “Statement”) covers the financial year from 1 March 2024 to 28 February 2025. It applies to the operations and product supply chains of all Debenhams Group (hereinafter referred to as “the group”) brands and subsidiaries.

The group remains committed to upholding the fundamental human rights of workers who manufacture our products across the globe and acknowledges the inherent risks associated with operating complex international supply chains, including poor labour practices, unsafe working conditions, the threat of modern slavery and human trafficking.

Our ethical sourcing strategy is designed to proactively address these risks while supporting the group’s agile business model. The group work to ensure that workers are treated fairly and ethically, and that responsible practices are embedded throughout the group’s sourcing process.

In 2024/25, the group continued to implement and strengthen a range of due diligence mechanisms, policies, and partnerships aimed at:

- protecting worker welfare and rights;
- identifying and mitigating modern slavery risks;
- enhancing transparency and traceability; and
- upholding a commitment to ethical trade across all of the group’s sourcing regions.

This statement outlines the actions the group has taken over the past year to address the risk of modern slavery within our business and supply chains. It further demonstrates our ongoing commitment to responsible sourcing, enhanced transparency and the continuous improvement of ethical practices.

### CONCEPT

- Designers
- Buyers
- Suppliers

### SAMPLE INTO PRODUCTION

Turning an idea into a sample and then an order

### PRODUCTION

Fabric is cut and sewn



### DELIVERED TO CUSTOMER

New items delivered to customers



## BUSINESS OVERVIEW

The group comprises five core brands: boohoo, boohooMAN, PrettyLittleThing, Karen Millen and Debenhams. The group continues to invest strategically to support and grow these brands in markets and channels where it sees strong potential for value creation.

Originally founded as a single brand with significant growth across the UK and international markets, the group has evolved into a multi-brand platform, serving customers globally and generating sales in excess of £1.2 billion in FY 2024/25. During the same period, the group served over 11.4 million active customers.

We directly employ approximately 3,082 people across the group, with offices located in Manchester, London, and Shanghai. Our operations are supported by two UK-based distribution centres: Burnley and Sheffield.

The Group is currently undergoing a significant transformation, transitioning all brands to operate on the Debenhams marketplace platform. This strategic shift is part of our broader mission to connect people with the brands they love, leveraging the proven Debenhams model to shape the future of our business.

The decision to transition to Debenhams group reflects a clear strategic ambition: to build on the marketplace model’s established success and extend its benefits across the entire group. This transformation is redefining how we engage with both customers and partners, in alignment with our vision: *Fashion. Beauty. Lifestyle. For Everyone.*

## GOODS FOR RESALE DEBENHAMS GROUP (MADE-TO-ORDER OWN-BRANDS AND LABELS)

This category covers Debenhams group products that are designed and commissioned by the group under its own brands and labels, and manufactured by selected suppliers on a made-to-order basis.

Goods for resale – Debenhams group products are produced by third-party suppliers and are sold through our direct platforms and wholesale partnerships. The group uses a test and repeat model which means that we purchase small runs of new stock and if our customers like them we order more. The supply chain for these brands spans 12 countries, encompassing 525 Tier 1 manufacturers and 407 suppliers. All partners within our supply chain are required to adhere to the group’s code of conduct.

The group is determined to play its part in reducing the social impact of clothing and operations through increased focus on responsible sourcing, ethical practices, and upholding high standards of governance.

Debenhams group own-brands and labels are sourced from:



## OVERVIEW – SUPPLY CHAINS AND TRANSPARENCY

We source products from factories in the UK, Europe, Asia and Africa.

Amongst the 525 factories that we work with globally, we have a mix of small family run facilities, to much larger high-volume units within excess of 5000+ workers. We share a number of these factories with multiple global retailers. A key benefit of this crossover is collaboration across retailers in improving factory standards globally. As a group we commit to publishing our global supply chain every 4 months, we have published our supply chain on our group PLC site since September 2021, see link below.

[Debenhamsgroup\\_globalmanufacturinglist](#)

We source from 12 countries. Our top 7 sourcing countries by volume are China, Pakistan, UK, Morocco, India, Turkey and Bangladesh.

MAP OF THE WORLD WITH 12 REGIONS HIGHLIGHTED\*\*

\*\*Out of reporting period  
\*\*Correct at 27th August 2025

Debenhams Group Publication Factory COO**	Total No. Factories	%	Male Workers %	Female Workers %
China	269	51%	39%	61%
Pakistan	63	12%	92%	8%
India	58	11%	80%	20%
Turkey	52	10%	52%	48%
United Kingdom	30	6%	53%	47%
Bangladesh	17	3%	50%	50%
Morocco	14	3%	29%	71%
Italy	8	2%	40%	60%
Egypt	6	1%	50%	50%
Vietnam	5	1%	35%	65%
Bulgaria	2	<1%	8%	92%
Cambodia	1	<1%	22%	78%



## SUPPLY CHAIN AND TIER MAPPING

The table below outlines how the group define each tier within the supply chain. Although industry definitions may vary, we are committed to clearly communicating our approach to improve understanding and accountability.

As part of our ongoing commitment to transparency, the group have partnered with a third-party supply chain management platform to help us map our global supply chain down to Tier 4. This deeper level of visibility enables us to better identify risks and drive responsible sourcing practices across all levels of our supply chain.

## APPAREL SUPPLY CHAIN TIER DEFINITIONS

TIER 1	TIER 2	TIER 3	TIER 4
FINAL PRODUCTION – FINISHED GARMENTS	GARMENT VALUE – ADDED PROCESSES	FABRIC & YARN PRODUCTION	RAW MATERIALS
CUTTING	PRINTING	FABRIC MILLS	E.G. COTTON, SYNTHETIC FIBRES, WOOL
SEWING	EMBROIDERY	YARN MILLS	
FINISHING	DYEING	FABRIC TRADERS	
PACKING	WASHING	YARN TRADERS	





## FOOTWEAR TIER MAPPING DEFINITIONS

The group has now introduced an updated tier-mapping framework specific to our footwear supply chain. This enhanced structure recognises the complexity of footwear production and enables us to assess and manage risks more effectively across each level of the supply chain

The updated definitions are outlined below:

TIER	DESCRIPTION	EXAMPLES
TIER 1	FINISHED SHOES / FINAL PRODUCTION	ASSEMBLING, PACKAGING, CUTTING, UPPER STITCHING, INJECTION MOLDING, FORMING, CEMENTING
TIER 2	COMPONENT MANUFACTURING & PROCESSING	TREATED LEATHER, EMBROIDERY, STAMPING, CONSTRUCTION METHODS (E.G., STITCH DOWN, STROBEL)
TIER 3	MATERIAL SOURCING & INPUTS	LEATHER TANNERIES, MIDSOLE/OUTSOLE/INSOLE COMPONENT SUPPLIERS, ADHESIVES, FOAM MANUFACTURERS
TIER 4	RAW MATERIALS	HIDES, NATURAL RUBBER, PETROCHEMICAL-DERIVED SYNTHETICS

### THIS TIERED FRAMEWORK SUPPORTS INCREASED VISIBILITY AND TARGETED DUE DILIGENCE BY ALLOWING US TO:

- Map multi-tier supplier relationships using supply chain management tools such as Segura.
- Prioritise audits and assessments where the risk of labour exploitation is highest.
- Engage more effectively with suppliers on traceability and responsible sourcing requirements; and lay the groundwork for improved data collection and reporting in future statements.

We will continue to build upon this tiered model across additional product categories, applying lessons learned from footwear to support a consistent and robust approach to ethical sourcing and modern slavery risk mitigation.

#### Global Risks and Due Diligence

We recognise there are salient human rights risks in the countries we source from that vary by location. It is imperative that we reduce the risk of modern slavery and child labour and protect vulnerable groups such as female and migrant workers. With our top sourcing countries taking priority, we will focus on the most severe and likely issues when working with factories supplying the group.

#### Due Diligence

As part of our global risk and due diligence assessment we have an on-boarding process for all new suppliers that join the group. Each audit report for Tier 1 factories is reviewed by the Ethical compliance team along with corrective action plans and evidence of any non-compliance remediation.

Our global on the ground Ethical compliance team visit our factories and suppliers in region, conducting unannounced spot checks, purchase order verification visits along with health and safety, wages and working hours and documentation checks.

## RISK MAPPING

### Goods for Resale - Debenhams group own-brands and labels

We adopt a holistic approach to identifying and managing modern slavery risks across our operations and global supply chain. Our risk mapping process includes supply chain analysis, third-party social compliance audits, and desk-based research using industry-recognised risk assessment tools such as Sedex Radar. Ongoing engagement with internal and external stakeholders further informs our understanding of risk exposure.

At the Tier 1 manufacturing level, we evaluate risk through our audit programme, guided by our supplier code of conduct and ethical grading matrix. These frameworks are aligned with the ETI Base Code and local legislation. This process enables us to monitor compliance, flag high-risk areas, and work proactively with suppliers to implement meaningful improvements.

### Key Indicators of Risk

- **Forced labour** - restriction of movement, withholding of personal documents, withholding of wages, debt bandage.
- **Discrimination** - worker segregation based on gender, race, religion. Equal remuneration regardless of population group.
- **Freedom of association** - Workers are not free to join trade unions. Lack of worker councils.
- **Child labour** - Young looking workers. Lack of policies. No parameters for worker on boarding.
- **Health and Safety** - Poor working conditions & poor building maintenance, lack of hygiene within the facility. Lack of clean drinking water available.
- **Wages and working hours** - High overtime hours worked. No compulsory break in days after working for 7 consecutive days. Lack of breaks for workers during working hours. Evidence of cashback payments.

### China

- Forced labour
- Working hours
- Discrimination
- Freedom of association
- Child labour
- Wages & benefits

### India

- Forced labour
- Working hours
- Health and safety – clean drinking water
- Child labour
- Regular employment

### Bangladesh

- Child labour
- Freedom of association
- Working hours
- Health and safety

### Pakistan

- Health and safety & hygiene
- Wages
- Working hours
- Discrimination

### Morocco

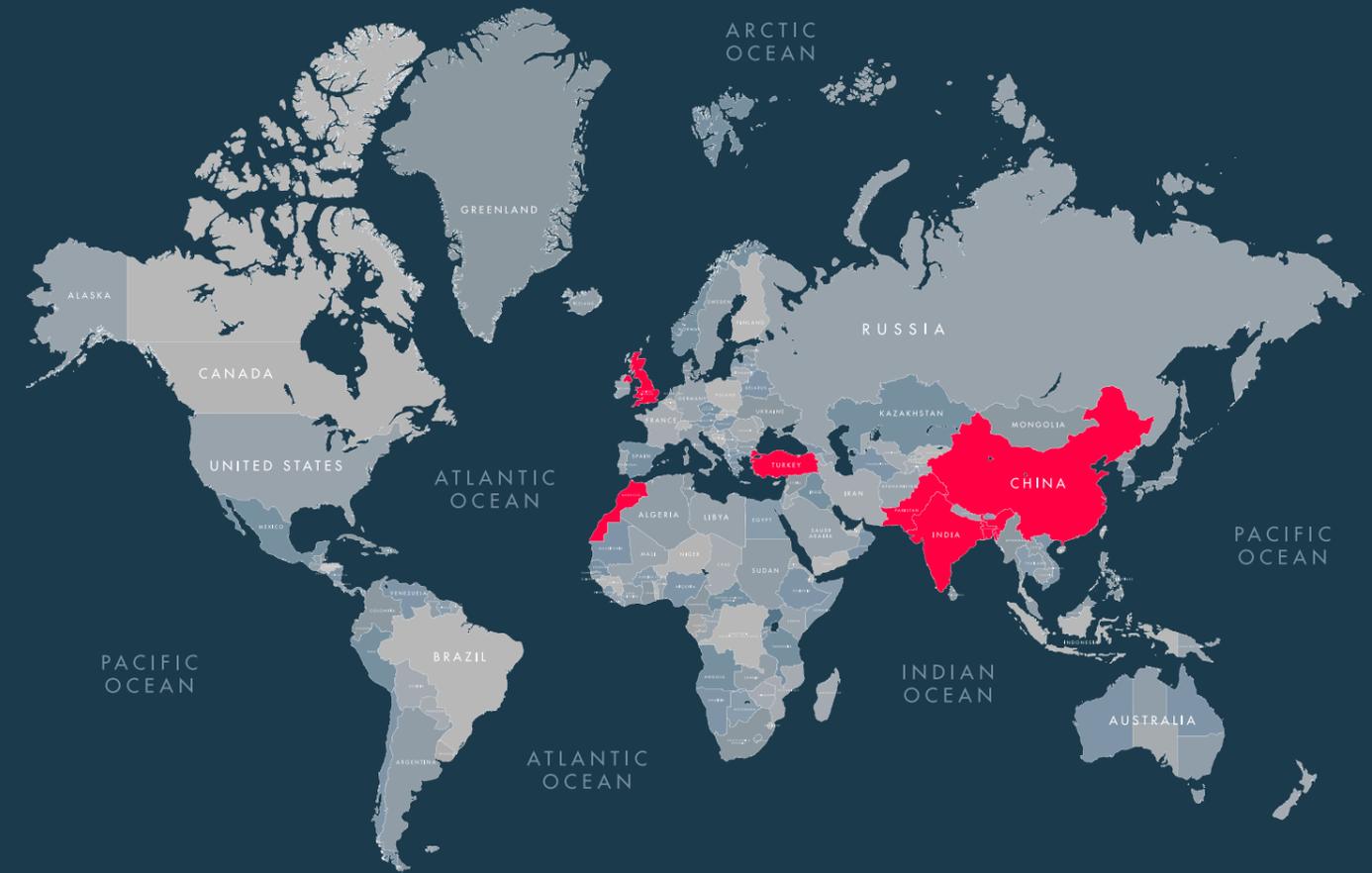
- Working hours
- Discrimination
- Health and safety – clean drinking water

### Turkey

- Freedom of association
- Child labour
- Working hours
- Health and safety

### UK

- Wages and working hours
- Forced labour



**EMPLOYMENT IS FREELY CHOSEN**

Our expectation is that all our suppliers work to prevent and address forced labour in whatever form it takes; forced compulsory, trafficked, prison and, overtime must be voluntary. It is imperative that all of the workers within our supply chain understand their rights and exercise their freedoms. We will continue to ensure that the workers within the group's supply chain are protected in this regard.



**CHILD LABOUR**

The group has a strict prohibition against the employment of anyone below the minimum working age, as defined by national legislation and the International Labour Organization (ILO) standards. To strengthen our efforts in reducing the risk of child labour, we have partnered with The Centre for Child Rights and Business. Through this collaboration, we work proactively to identify and mitigate the risk of child labour and support effective remediation where any instances are found.



**FREEDOM OF ASSOCIATION**

The group actively encourages our suppliers to support the creation of workers councils and other parallel forums to enable collective bargaining where trade unions are partially or fully restricted under law.



**NO DISCRIMINATION IS PRACTICED**

We will continue to develop and implement policies that support our suppliers and factories in creating inclusive and respectful workplaces for all.



**HEALTH AND SAFETY**

Employers are required to provide a safe and hygienic working environment and take all necessary measures to reduce the risk of accidents and injuries.

Our ongoing programme of continuous improvement helps promote the maintenance and progressive enhancement of health and safety standards across our supply chain.



**WAGES AND WORKING HOURS**

Working hours must comply with national laws and must be included as part of a worker's contract of employment. Overtime must not be excessive and must be freely chosen. Our regional teams will continue to support suppliers through capacity and production planning and support to enable them to manage their production as efficiently as possible.

## AUDITING & MONITORING

### Goods for Resale – Debenhams group own-brands and labels

All tier 1 factories in the groups supply chain are required to undergo independent third-party audits on an annual basis. In addition to this, our ethical compliance team conducts unannounced audits across our supply chain to monitor ongoing adherence to our code of conduct and ethical standards. These audits include worker interviews focused on worker welfare.

Where issues are identified, our regional compliance teams work closely with suppliers to implement corrective actions. This collaborative approach helps us uphold our ethical commitments and protect workers’ rights throughout our operations.

#### In the financial year 24/25:

- Our ethical compliance team conducted 766 spot checks across tier 1 factories within our supply chain, representing a coverage increase of over 50% compared to the previous year. This total includes both initial visits and revisits to previously audited factories, reinforcing our commitment to ongoing monitoring and continuous improvement in ethical practices.
- The group held 5 global supplier exhibitions with the aim of supporting strategic growth regions and educating suppliers on the group’s code of conduct, ethical supplier guidelines and available support.
- We have strengthened the group’s responsible sourcing team in China and India, two of our key sourcing regions, to oversee supply chain compliance and quality standards.

\*\*Out of reporting period

#### Global Audit Gradings (including UK)

Global Audit Gradings		
RED	0	0
ORANGE	183	35%
YELLOW	145	28%
GREEN	38	7%
NEW AUDIT RECEIVED*	159	30%
<b>Total</b>	<b>921</b>	

\* Any factories in the \*new audit received\* category are approved factories for the group. These factories have been approved by the group’s ethical compliance team, and their third-party audit is pending conversion to receive a group audit grading.

Supplier Risk	Improvement Plan and Monitoring Frequency
Green	Full annual audit recommended after <b>12 months</b> .
Yellow	On-site follow-up audit recommended after <b>6 months</b> to evaluate previous non-compliance issues
Orange	On-site follow-up audit recommended after <b>90 days</b> to evaluate previous non-compliance issues
Red	If a factory receives a red grade, it is immediately suspended from the supply chain. No new orders may be placed until a full investigation is conducted and a corrective action plan is developed and implemented. The factory is required to address the identified issues within 60 days. An on-site follow-up visit will be scheduled within this period to verify that all non-compliances have been resolved prior to reactivation.

## GOODS NOT FOR RESALE

**The group obtains goods and services from suppliers for business use. These are known as goods & services not for resale (GNFR). GNFR covers indirect procurement categories such as professional services, travel, technology, software, human resource services, facilities management, logistics, utilities, consumables, marketing services and capital goods.**

To support the selection of suppliers with strong standards and practices, the process of procuring GNFR is overseen by the group’s procurement team, alongside the legal team and relevant business stakeholders. As part of the supplier onboarding, suppliers may be required to complete a due diligence questionnaire in relation to modern slavery. Responses to the due diligence questionnaire are reviewed by the groups legal and procurement teams.

## POLICIES

### Goods for Resale – Debenhams group own-brands and labels

**We have developed and implemented a range of policies designed to uphold our ethical standards and protect workers throughout our supply chain. These policies are made accessible to all suppliers via our internal supplier portal.**

When new policies are introduced, our ethical compliance team deliver targeted training sessions to support suppliers in understanding and effectively implementing the requirements. To reinforce accountability, all suppliers are required to sign a declaration confirming their compliance with our policies.

#### Publicly Available Polices and Documents

- Code of Conduct
- Modern slavery
- Child labour and remediation
- Anti bribery
- Anti bullying and Harassment
- Whistleblowing
- Sub-contracting policy
- Responsible disengagement

## TRAINING

We are committed to building awareness and capability across our business and supply chain to identify and reduce the risk of modern slavery and broader human rights concerns. As part of this commitment, we deliver regular training to both our suppliers and internal teams.

Our supplier training covers key policies and procedures, including our supplier chain code of Conduct, Modern Slavery Policy and other ethical standards. Training also includes guidance on the ethical audit process, managing corrective action plans (CAPs), understanding and preparing for audits, and acknowledging our policies through declarations. Training sessions are delivered in English as well as the local language in our key sourcing regions to support clear understanding. During site visits, we contribute to health and safety improvements through on-the-ground remediation. This helps suppliers fully understand and implement our expectations in their operations.

Internally, buyers and relevant teams receive ongoing training that includes ethical compliance awareness, the importance of due diligence, factory approval processes, and modern slavery training delivered through both e-learning, in-person and online workshops. We also conduct supply chain risk profiling to guide our ethical priorities. This includes assessing known and inherent risk factors—identified through ethical compliance assessments, industry bodies, and risk platforms—and categorising suppliers based on spend levels. All tier 1 suppliers are subject to our annual third-party ethical audit programme.



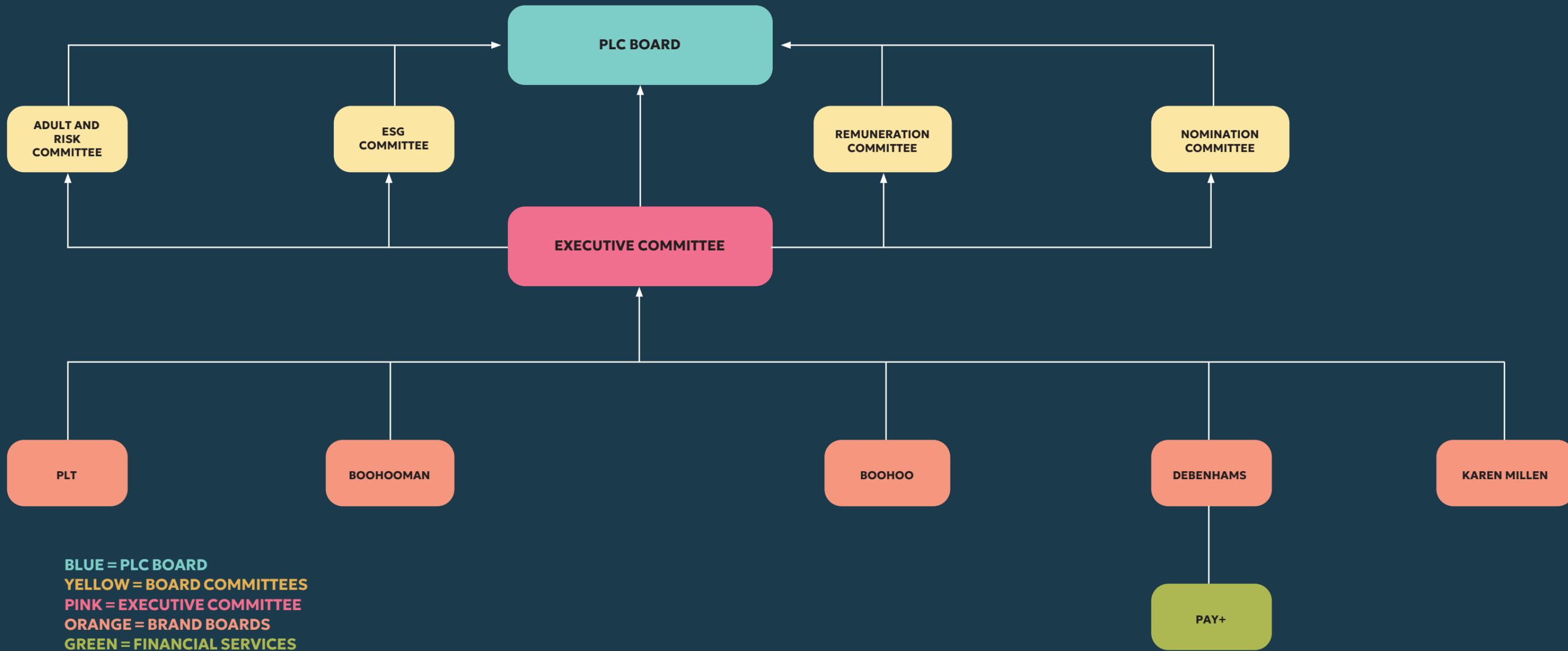


## GOVERNANCE

The ESG Committee has oversight of the group's approach to modern slavery and human trafficking. It is responsible for reviewing policies, due diligence processes, and risk assessments designed to mitigate the risk of modern slavery within the group's operations and supply chain.

The ESG Committee monitors compliance with relevant legislation, including the UK Modern Slavery Act 2015, and ensures that appropriate training, reporting mechanisms, and supplier engagement practices are in place. Where required, the ESG Committee escalates significant issues to the Board to ensure appropriate action is taken and that modern slavery risks are effectively managed.

The ESG Committee meets at least four times a year. The Chair of the ESG Committee is Kirsty Britz. Tim Morris, John Goold and Carol Kane are the other members of the ESG Committee.



## WHISTLEBLOWING

The group is committed to carrying out business in a safe, honest and ethical way. The group takes protecting its colleagues very seriously and aims to conduct its business with the highest standards of integrity and transparency at all times. Part of that is creating an open and supportive working environment where colleagues feel able to speak up about any suspected wrongdoing.

The group provides access to a confidential whistleblowing helpline to assist workers in our supply chain to work together to address fraud, abuse, and other misconduct in the workplace, all while cultivating a positive work environment. Each report is evaluated based on the type and location of the incident and assigned to a case manager. All cases are logged and investigated in accordance with our internal escalation procedures and treated in the utmost confidence.

In the UK alone this past year we have closed 19 whistleblowing cases through diligence on the ground and thorough checks of all reports.

The group's whistleblowing platform, 'Integrity Line', is a safe place for employees to report concerns within the workplace and feel protected doing so. With Integrity Line employees can feel safe in filing a confidential and anonymous report via either telephone or the web portal.

## INDUSTRY ASSOCIATIONS



A legally binding framework agreement between global trade unions & brands to ensure worker health and safety in Pakistan and Bangladesh.



A global provider of child labour prevention & remediation and HRDD support



Helping to mitigate the risk of modern slavery in the Group's supply chain.



An online data exchange platform which enables supplier customers to share their ESG-related data, including SAQ, SMETA Audit reports, and non-SMETA Audit reports with buyer customers



Bureau Veritas, a globally recognised leader in testing, inspection, and certification services, conducted over 490 social audits and report conversions for the group during the 24/25 financial year.

## PROGRESS REPORT

FY25 FOCUS AREAS	FY25 PROGRESS	FY26 FOCUS AREAS
Expand our sourcing and compliance teams globally.	We have strengthened our responsible sourcing teams in India, China and the UK	Continue to expand or global responsible sourcing teams.
Engage a third-party consultant to continue supply chain mapping exercise beyond tier 1 in key sourcing regions.	<p>We have partnered with Segura, a leading supply chain management platform, to improve transparency and oversight within our supply chain. All suppliers have now been onboarded onto the platform and received comprehensive training on its use.</p> <p>Through Segura, suppliers can manage their social compliance audits, track corrective actions, and gain greater visibility of their compliance status. This marks a significant step forward in our ability to monitor ethical standards and address potential risks more proactively.</p>	As part of our commitment to reducing the risk of modern slavery and enhancing supply chain transparency, we will utilise the Segura platform to map and monitor activity beyond tier 1, with a focus on tier 2 and tier 3 suppliers. This will help us identify potential risks deeper within our supply chain and strengthen our ability to take proactive measures to safeguard workers' rights.
Address policy gaps and publish important policies to protect vulnerable workers.	<p>As part of our ongoing commitment to protecting human rights and addressing modern slavery risks, we have published our Child Labour and Remediation Policy, outlining our approach to identification, and appropriate remediation where child labour is found.</p> <p>We are also in the process of strengthening our policy framework, with the following policies currently in development and scheduled for publication later this year:</p> <ul style="list-style-type: none"> <li>Fair Wages Policy</li> <li>Human Rights Policy</li> <li>Gender Discrimination Policy</li> <li>Homeworking Policy</li> </ul> <p>These policies will further support our efforts to drive ethical practices and enhance transparency across our operations and supply chains.</p>	Continue to review policies and address gaps Embed and operationalise the new policy framework—across all key sourcing regions. This will include training relevant internal teams and Tier 1 suppliers on the new policies, integrating them into supplier onboarding and audit protocols. As part of this rollout, all Tier 1 suppliers will be required to sign a formal declaration confirming their understanding of and commitment to comply with these policies.
Training for all employees and new starters to raise awareness on salient human rights issues.	<p>We have continued to strengthen awareness of modern slavery across our business through targeted training and engagement. All new employees across the Group are required to complete a mandatory modern slavery training module as part of their induction process.</p> <p>Our responsible sourcing teams provide ethical compliance training to our buying and merchandising teams. These sessions are delivered through a combination of in-person workshops and online webinars to support with accessibility and consistent understanding across teams.</p> <p>In addition, we run brand-specific workshops throughout the year to further embed ethical practices within our supply chain operations. At our most recent workshop, we collaborated with the Slave-Free Alliance, who delivered an in-depth session on modern slavery. This included guidance on recognising potential indicators of exploitation and the appropriate steps to take when raising concerns.</p>	Review the current responsible purchasing practices guide and carry out periodic training on responsible purchasing practices for all relevant teams.

<p>Identify opportunities to further consolidate the group's supply chain.</p>	<p>Over the past 12 months, we have successfully reviewed and consolidated the Group's supply chain, reducing the number of suppliers by 43%. This streamlining has strengthened our oversight capabilities, enabling more effective monitoring and management of ethical risks. Consolidation has also improved supplier accountability, facilitated stronger partnerships, and enhanced transparency across our supply network. As a result, we are better positioned to drive compliance with our ethical standards and accelerate remediation efforts where needed.</p>	<p>Continue to identify opportunities for further supply chain consolidation by conducting quarterly reviews of suppliers and factories. These reviews will assess suppliers open purchase orders, ongoing improvements in ethical standards and product quality, with the goal of reducing supplier count where appropriate while strengthening alignment with the Group's ethical and quality expectations.</p>
<p>Work collaboratively with global NGOs to improve our reach and scope around key issues globally.</p>	<p>The group joined The Centre for Child Rights and Business (CRIB) Working Group in August 2024 and actively collaborates with other industry retailers to address and reduce the risks of child labour. Through our ongoing participation, we have strengthened our understanding and response strategies, demonstrating our commitment to mitigating the risk of child labour within our supply chains.</p>	<p>Continue to identify and partner with NGOs to address key global issues</p>
<p>Goods for resale – Marketplace partner brands.</p>	<p>We have developed a Partner Policy Pack that outlines the standards and responsibilities our marketplace partners must meet to reduce the risk of modern slavery and uphold human rights throughout their supply chains and in the products sold via our platform.</p>	<p>The policy pack will be shared with all partners as part of the onboarding process, with a requirement for all partners to commit to these standards.</p>

**BOARD ENDORSEMENT**

BOARD REPRESENTATIVE  \_\_\_\_\_

DATE 30/10/2025 \_\_\_\_\_

