

# Slavery and Human Trafficking Policy

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## STATEMENT

This slavery and human trafficking policy sets out our position on slavery and human trafficking including how we ensure that our business, business partners and associated supply chains are free from all forms of slavery and human trafficking.

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## OWNER

This policy is owned by the Sourcing and Sustainability Director and managed by the Head of Sustainability.

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## GUIDANCE

To ensure that you comply with this policy:

### Do

- Read and understand this policy and also our Modern Slavery Statement to ensure that you are familiar with our position.
- Send a copy of the policy to your business partners and our suppliers.
- Hold business partners and suppliers to account.
- Let our Head of Sustainability know if you suspect or become aware of anything which could be considered as modern slavery or human trafficking.

### Don't

- Engage with business partners who have a reputation or are known for poor treatment of their people.
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## THE POLICY

As an integral part of our commitment to human rights, we are working actively to ensure that our business, business partners and associated supply chains are free from all forms of slavery

and human trafficking, as required under the Modern Slavery Act 2015.

Under the Modern Slavery Act 2015, it is an offence to deprive any person of their freedom, or to require anyone to provide forced or compulsory labour or services, regardless of whether or not the person gives their consent. It is also an offence to arrange or assist with the travel of another person to exploit them.

Unfortunately, slavery and human trafficking occur in many countries, including the UK with cases often being undetected or unreported. People most at risk include agency and temporary workers, children, migrants, people with physical or mental illness, or disabilities.

This policy requires all of our businesses, employees and business partners to implement effective due diligence to understand the potential risks of slavery and human trafficking and to identify and report both actual and suspected cases to the appropriate law enforcement agencies. All such cases that are in any way associated with us must be immediately notified to the Global Sourcing and Sustainability Director and the Head of Sustainability.

We will take seriously any suspected cases of slavery or human trafficking.

Where slavery or human trafficking are found or suspected, we will support remediation measures that uphold and protect the human rights of all parties, working where possible with our business partners, other brands, governments and NGOs. We will also assist law enforcement agencies with the investigation, identification and prosecution of any party that knowingly engages in or facilitates slavery or human trafficking.

For further information on your responsibilities under this policy, please contact [carly.thomas@superdry.com](mailto:carly.thomas@superdry.com).

#### WHAT HAPPENS IF I GET IT WRONG?

Whilst we recognise that genuine mistakes occur from time to time, it is important that you comply with this policy to minimise the risks that we take when doing business.

Not complying with this policy would be a breach of your contract of employment. If you do not comply with this policy, we may decide to take disciplinary action against you which could result in your dismissal.

#### REVIEW

Last review date: April 2020

Reviewer: Executive Committee