

Modern Slavery Statement

This statement sets out the steps taken by SRG Apparel Plc during the financial year ending 31 March 2025 to prevent modern slavery and human trafficking in its business and supply chains. It is published in accordance with section 54 of the Modern Slavery Act 2015.

SRG Apparel Plc is committed to respecting human rights and improving working conditions across our global operations and supply chains. We have zero tolerance for modern slavery, including forced or compulsory labour and human trafficking, and we are committed to identifying, preventing and addressing these risks throughout our business relationships.

This statement explains our commitment and approach to preventing modern slavery and human trafficking in accordance with the Modern Slavery Act 2015. We support the Act's transparency requirements and recognise that meaningful disclosure helps businesses assess risk, strengthen controls and drive continuous improvement.

SRG Apparel Plc was established in 1999. Our global operations include our head office in Manchester, liaison offices in China and Bangladesh, and sales representation in countries including France, Spain, Portugal, Germany and Poland. We source from manufacturing partners in China, India, Pakistan and Bangladesh.

We recognise that modern slavery can occur in every economy, industry and sector. We are therefore committed to taking proportionate, risk-based action to prevent modern slavery and human trafficking in our operations and supply chains worldwide.

Our Core Company Values and Ethical Trade Policy set the standards expected of our people and business partners. Together, these policies support ethical conduct and integrity throughout our business relationships and require appropriate systems and controls to prevent, identify and address modern slavery and human trafficking in our supply chains.

Although SRG Apparel Plc is not currently a member of the Ethical Trading Initiative, we refer to relevant ETI guidance and recognised good practice when developing our approach to ethical trade and labour standards.

Our Code of Business Ethics sets the standards expected of our employees and business partners. We review and update the Code to reflect emerging risks and changes in our industry. We also maintain a policy specifically addressing the prevention of modern slavery and human trafficking.

Our teams engage directly with suppliers from initial assessment and onboarding through to ongoing performance monitoring. We communicate our ethical standards at the outset, and

suppliers of products for resale are required to acknowledge and comply with the requirements set out in our Supplier Manual.

Our due diligence process includes supplier onboarding checks, contractual commitments, risk assessment, supply-chain mapping and ongoing monitoring. Where concerns are identified, we investigate promptly and work with the relevant supplier on corrective action. If a supplier fails to address a serious breach within an appropriate timeframe, we may suspend or terminate the business relationship. Our response will prioritise the safety and welfare of any affected workers and seek to avoid actions that could cause them further harm.

We provide relevant managers and employees with training on modern slavery risks, warning signs and reporting responsibilities. The training is intended to support informed challenge, prompt escalation of concerns and consistent application of our policies and procedures.

Employees, workers and third parties are encouraged to report any concern about modern slavery or unethical labour practices through our established reporting and whistleblowing channels. Reports may be made in confidence and will be investigated appropriately. We do not tolerate retaliation against anyone who raises a genuine concern in good faith.

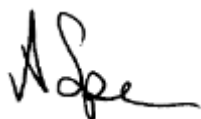
We continue to map our supply chain to improve our understanding of both direct suppliers and entities operating beyond the first tier. This work helps us identify where workers may be most vulnerable and supports a more targeted approach to risk assessment and monitoring. We review our monitoring arrangements regularly and update our methods and resources to reflect emerging risks and recognised good practice.

We recognise that risks may arise beyond our principal manufacturing sites and deeper within the supply chain. Particular areas of focus include unauthorised subcontracting, the exploitation of migrant workers and other forms of vulnerable labour. We continue to review and test our policies, due diligence processes and monitoring controls against these risks.

We assess the effectiveness of our approach by monitoring supplier risk assessments, completion of required audits and corrective actions, the number and nature of concerns raised, the timeliness of investigations and remediation, and completion of relevant training. These measures are reviewed periodically and used to identify priorities for further action.

Management monitors the implementation and effectiveness of our ethical trading and modern slavery controls and reports regularly to the Board of Directors. The Board provides oversight, reviews key risks and supports priorities for continuous improvement.

This statement has been approved by the Board of Directors of SRG Apparel Plc and signed on its behalf by Andrew Spence, Company Secretary and Financial Director.



15 October 2025