



Vivienne Westwood

THE VIVIENNE WESTWOOD GROUP MODERN SLAVERY STATEMENT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

1. INTRODUCTION

This is our tenth statement published pursuant to section 54 of the Modern Slavery Act 2015. The Modern Slavery Act 2015 (“Act”) is a piece of legislation enacted in the United Kingdom which aims to prevent and combat slavery, forced or compulsory labour and human trafficking. This statement is also made in compliance with California Transparency in Supply Chains Act of 2010 (SB 657).

The term “modern slavery” is a broad term used to encompass the exploitation of people in present-day society which violates their human rights and the most common forms of include human trafficking, slavery, servitude and forced or compulsory labour, which are all offences under the Act.

This statement provides an overview of our business and supply chain. It also sets out the steps taken by the Vivienne Westwood Group during the financial year ended 31 December 2025 to prevent modern slavery and human trafficking potentially taking place in our business and supply chain. This statement is prepared and published by Vivienne Westwood Limited on behalf of the Vivienne Westwood Group, which is made up of a parent company (Latimo S.A.) and its subsidiaries in the United Kingdom (Vivienne Westwood Limited), Italy (Vivienne Westwood S.r.l.), France (Vivienne Westwood S.a.r.l.), the United States (Rio Bravo Inc. and Metroastra Inc.) and China (Vivienne Westwood Asia Ltd), as well as a representative office of Vivienne Westwood Limited in Thailand (“Vivienne Westwood Group”).

You can find our previous statements by clicking here:

- [FY2024 Statement](#)
- [FY2023 Statement](#)
- [FY2022 Statement](#)
- [FY2021 Statement](#)
- [FY2020 Statement](#)
- [FY2019 Statement](#)
- [FY2018 Statement](#)
- [FY2017 Statement](#)
- [FY2016 Statement](#)

Vivienne Westwood Ltd.

Westwood Studios, 9-15 Elcho Street, London SW11 4AU Registered No. 2682271 England
Telephone: +44(0)207 924 4747 Fax: +44(0)207 738 9655

2. OUR BUSINESS

The Vivienne Westwood Group is an independent global fashion house that designs, develops, manufactures, and sells a range of luxury goods, including womenswear, menswear, footwear, accessories, jewellery, perfume and homeware, under the Vivienne Westwood brand. Our supply chain plays an important role in the process of bringing our finished products to our customers.

3. OUR SUPPLY CHAIN

Our supply chain is split into two main streams:

(A) Operations (product design, development, manufacturing, packaging, delivery and sales); and

(B) Administration (procurement of complementary or ancillary services and products that support and facilitate our day-to-day operations).

A. Operations

The product design process is centralised in our head office in London. Our design teams work independently and, where relevant, in collaboration with our trademark licensees to design and develop the range of products we sell each season. Our design teams also collaborate with other brands to bring to market limited collections of products.

Raw materials used in the manufacturing of our finished products are selected on a per category and per season basis by the Vivienne Westwood Group, our trademark licensees and external manufacturers. We retain final approval on the selection of raw materials unless, by exception, we are collaborating with another brand in which case approval is a joint decision or we have granted an exclusive trademark licence. Our selection process is driven by sourcing guidelines in line with our strategy for preferred materials. The same goals drive the selection of the raw materials that are used in our retail packaging (the packaging we offer to our customers) and our transit packaging (the packaging that we use to wrap our goods in transit).

As of 31st December, the total number of direct Tier 1 manufacturing suppliers for the AW25 and SS26 seasons, related to the production of our finished products (Ready-to-wear, Shoes, World's End, Bags and Small Leather Goods, Soft Accessories, Underwear, Perfume, Jewellery and Bridal), was 59 and located in the following territories:

- Italy: 31 (thirty-one)
- Thailand: 6 (six)
- Turkey: 3 (three)
- United Kingdom: 8 (eight)
- Portugal: 5 (five)
- Kenya: 1 (one)
- Tunisia: 1 (one)
- Madagascar : 1 (one)
- Japan: 1 (one)

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- Hong Kong: 1 (one)
- China: 1 (one)

Sub-suppliers of outsourced production processes related to the above-mentioned lines are mapped seasonally, based on the sites declared for each production by our direct manufacturing suppliers, with whom we have manufacturing agreements and Purchase Order conditions in place. We acknowledge that the lists are not static; they tend to vary depending on the nature of the collection and the corresponding production needs. This variability is a key factor we take into account when implementing supply chain control processes and risk evaluation. A significant majority (109 out of 160 manufacturing sub-suppliers, mapped for AW25 and SS26, which accounts for 68%) is located in Italy where production phases such as cut & sew, ironing, embroidery, printing, finishing washing for ready-to-wear, textile accessories, selected bags & small leather goods and shoes take place. Our sub-supplier portfolio in Japan, China, Thailand and Taiwan consists of manufacturers for bags, small leather goods and accessories, whereas our jewellery sub-suppliers in China and Thailand focus mainly on assembly, moulding and plating.

In 2025, Vivienne Westwood also entered into two collaborations, one with manga series Nana and one with footwear brand George Cox. For the Nana collaboration, our above-mentioned supplier network was appointed, whereas production for George Cox pieces was managed directly by the partner.

Our rugs, watches and eyewear categories are manufactured by our trademark licensees based in the United Kingdom (“UK licensees”) from premises located in China, Hong Kong, Bangladesh, and Nepal. Our internal teams work with our UK licensees to ensure they apply consistent standards which align with those adhered to across the rest of Vivienne Westwood’s supply chain. We also work with licensees in Japan, who produce a special collection (RTW) for distribution in the local market, and in South Korea, where a special RTW collection is created for distribution in the local market as well as other territories in Asia.

We also produce other products from time to time (referred to as "non-core products"), including gifts with purchase (GWP), limited editions and special releases. In 2025, these non-core products consisted mainly of:

- Made-to-measure, couture and fashion show pieces, which are manufactured directly by our studio in London with the assistance of select ateliers and are only produced upon request or for the specified event;
- Special books, with production managed by business partners located in the UK and USA; and
- Gifts-with-purchase products (“GWP”) and merchandising for special projects are produced using either our supplier network or sourcing ad-hoc suppliers, and production quantities are generally limited to support their exclusive nature and project-driven initiatives.

Once manufactured, our finished products and packaging are delivered to warehouses in the United Kingdom, Italy, and Singapore for onward despatch via our global Vivienne Westwood Ltd.

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distribution channels. In specific situations, our direct manufacturers ship goods directly to our clients in order to optimise the routes. Finished products are available for sale on a seasonal basis to commercial partners, including selected franchisees, department stores and independent retailers. Finished products manufactured by our trademark licensees and by our brand collaborators are sold directly to our commercial partners.

Our finished products are also available for sale directly to consumers. Consumers can purchase our finished products online through the e-commerce website accessible from www.viviennewestwood.com and the e-commerce websites of our commercial partners. They can also be purchased offline by visiting one of our retail stores and outlets located in Milan, Fidenza, Serravalle, Paris, Giverny, London, Cardiff, Nottingham, Manchester, Glasgow, Leeds, Bicester, Los Angeles and New York City, Belmont (New York State) or the retail stores of our commercial partners. Brand collaboration products can sometimes be found on the e-commerce website and in the retail stores of our brand collaborator (when in season).

B. Administration

To support our day-to-day operations, the Vivienne Westwood Group procures a diverse range of services and products. We procure marketing, IT, certain legal and compliance consultants, logistics, consulting and auditing services to support sales and operations. We rely on external logistic hubs and external courier suppliers for the transportation of our finished goods. We outsource trademark protection. We also procure stationery, and other administrative equipment and products, including insurance coverage, payment machines, and retail, office and warehouse fixtures and fittings. These services and products form an integral part of our procurement supply chain, which is managed and overseen by our employees in our head offices in London, Milan, Paris, New York, Los Angeles and Thailand.

4. MISSION

We believe in protecting the dignity and rights of all workers and recognise that modern slavery is a serious crime resulting in abhorrent abuses of human rights throughout the world. We recognise that global fashion supply chains such as ours involve thousands of workers. Accordingly, our mission is to take steps within our business and supply chains that will prevent any of our operations becoming fertile ground for modern slavery. We aim to support local industry while ensuring that applicable human rights and employment laws are always respected.

All direct manufacturing suppliers are required to adhere to our Code of Labour Practice and Modern Slavery Policy. We are committed to being a responsible business and if we find that one of our suppliers is involved in any modern slavery offences or failing to adhere to our brand's Code of Labour Practice or modern slavery standards, our primary concern will be to protect the safety of affected workers. We will then act to identify the origin of the offence and remedy any failure. This will involve making preliminary enquiries and deciding whether further investigation is warranted. Once we have determined the cause (or causes) of the offence or failure, we will engage with our supplier to agree a corrective action plan. Repeated failures and egregious abuses of

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human rights within our supply chain, and within those of our suppliers, will not be tolerated and termination of the relationship would be one of the consequences in case of any critical issue assessed. We expect all our suppliers to embed respect for human rights within their own operations and supply chains.

5. OUR OBJECTIVES

To this end, our objectives are to:

1. Continue to identify and monitor modern slavery risk areas in our business and supply chain and make year-on-year progress to address any risks identified and take action to improve outcomes for workers;
2. Continue to highlight the risks and impact of modern slavery on our business and supply chain to our employees and suppliers;
3. Support local industries while ensuring that employment laws are respected;
4. Continue to seek partnership with independent organisations with whom we can partner to support our modern slavery mission and local industries, including on relevant environmental considerations, while ensuring that local employment laws in that jurisdiction are respected.
5. Continue to provide training to our employees, and guidance to our suppliers, on how to identify, manage and mitigate the risks of modern slavery in our business and supply chain; and
6. Continue to promote a whistleblowing mechanism for anonymous reporting of suspected and actual modern slavery offences in our business and supply chain for the benefit of our employees and supply chain workers.

6. OUR TOOLS, POLICIES AND INTERNAL ACCOUNTABILITY

We have developed a set of tools and policies that we deploy to help us achieve our objectives and succeed in our mission to combat risks of modern slavery in our business and supply chains. These information-gathering tools have been produced to help us ensure a consistent approach to identifying, managing and mitigating the risk of modern slavery in our business and across our supply chains.

We have produced a Due Diligence Questionnaire and Modern Slavery Pack of policies which consists of a suite of policy documents, including a Code of Labour practice, a Modern Slavery Policy and Modern Slavery Policy for Raw Materials, a Whistleblowing policy and Modern Slavery Reporting Guidelines that all direct suppliers and business partners are expected to follow.

In fact, this pack has been designed to:

- Help identify and eliminate any modern slavery risk by determining whether suppliers are complying with Vivienne Westwood Group standards regarding slavery and human trafficking;
- Communicate our position on modern slavery;
- Clarify what we expect from our business and supply chain partners regarding fair employment practices and safe working environments;
- Provide workers in our supply chain with a whistleblowing mechanism; and
- Provide guidance on what information to include in annual modern slavery reports.

We also have a set of contractual modern slavery compliance provisions, which we include in contracts with partners and suppliers using a risk-based approach.

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Further information on the above-mentioned documents can be found below.

A. OUR DUE DILIGENCE QUESTIONNAIRE

Our Due Diligence Questionnaire is a tool we have created to onboard new manufacturing suppliers and collect information from existing suppliers and partners on their awareness of modern slavery legislation, their employment, and health and safety practices, and the tools they use to mitigate the risk of modern slavery in their own supply chains. The Due Diligence Questionnaire includes a mixture of targeted open and closed questions regarding topics such as business practices, compliance, supply chain, training, policies and workforce. The information we collect through this questionnaire helps us build initial profiles of suppliers and partners. It also helps us assess whether enhanced due diligence, further action or investigation is warranted.

B. OUR MODERN SLAVERY PACK

OUR MODERN SLAVERY POLICY

Our Modern Slavery Policy has been produced to bring the requirements of the Modern Slavery Act 2015 to the attention of our suppliers, in addition to the rights and principles enshrined in the United Nation's Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. This policy describes how we expect our suppliers to assist us in combatting modern slavery risks throughout our supply chain by providing guidance on how to identify, assess, manage and monitor modern slavery risks. The company is currently reviewing major policies with the aim of consolidating the principles at Group level, including (but not limited to) the Modern Slavery Policy and the Code of Labour Practice, with the involvement of key departments such as, for example, Legal, Compliance, Supply Chain, and Responsibility, aiming to reinforce its commitment to responsible business conduct and respect for human rights.

OUR CODE OF LABOUR PRACTICE

Our Code of Labour Practice outlines the behaviours we expect our suppliers to adopt and uphold in relation to their own employees and their own supply chain by imposing obligations to adopt fair employment practices, and guarantee safe working environments free from child labour, discrimination, harassment, abuse and other human rights offences. Our Code of Labour Practice also requires suppliers and partners to establish and maintain appropriate procedures to evaluate and select their own suppliers based on their ability to meet the requirements of our Code of Labour Practice. Since 2022, our Italian operating company has adopted a Code of Labour Practice and Business Conduct for all onboarded suppliers which sets out our brand's standards regarding safe and regular labour conditions in the factories and has been updated with additions of clauses pertaining to ethics and integrity, employment of third party country nationals, anti-corruption, conflict of interest, industrial and intellectual property, protection of competition, anti-money laundering, industry and trade to comply with the Italian legislation and, specifically, with the Legislative Decree 231 of 2001 (i.e., corporate criminal responsibility). We are currently reviewing the Code to consolidate it at Group level in order to widen the scope across entities.

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OUR WHISTLEBLOWING POLICY

Our Whistleblowing Policy provides a mechanism that enables individuals employed by our partners and/or suppliers to contact us directly to report any potential concerns or suspicion of wrongdoing, unethical practices or criminal acts within the workplace in our supply chain.

Our Whistleblowing Policy lists examples of concerns or suspicion of wrongdoing, unethical practices or criminal acts that can be reported to us. It also provides a whistleblowing report form that individuals forming part of our supply chain can complete and explains how we will respond to any concern or incident reported to us. In 2022, our Italian operating company has substituted the offline physical paper document with a new online Whistleblowing tool to modernise the process, in which our Italian suppliers have now access through a QR code that leads to the main page of the software to proceed with any reporting.

In 2025, Vivienne Westwood Limited has also launched and implemented the online whistleblowing tool for anonymous reporting for Vivienne Westwood employees working in the UK.

OUR LETTER OF UNDERTAKING

Furthermore, we ask our direct manufacturing suppliers, whom we do not have a manufacturing contract agreement with, to read and undersign a letter of undertaking to acknowledge both our Code of Labour standards and Modern Slavery Policy and most importantly, to guarantee that they agree to implement our policies within their company. In fact, these are all requirements of working with us to ensure that our policies are observed in all the workplaces where our products are manufactured.

Within the letter, we also ask our direct manufacturing suppliers to commit to prepare and submit to us no later than 31 March each year an annual report on Modern Slavery and Human Trafficking outlining the steps they have taken, and continue to take, to ensure that there are no cases of human trafficking and slavery in any of their supply chains and in any part of their activities.

OUR MODERN SLAVERY ANNUAL REPORTING GUIDELINES

Our Modern Slavery Annual Reporting Guidelines are issued to partners and direct manufacturing suppliers that have agreed to annually report to us on the steps they have taken to ensure modern slavery and human trafficking are not taking place in any of their supply chains or in any part of their business. As anticipated in our previous modern slavery statements, data collected from manufacturers with which we have a direct commercial relationship, revealed potential benefits of sharing guidance with our suppliers on the information to be provided in their annual modern slavery reports.

C. TRACEABILITY FORM FOR RAW MATERIALS

From 2024, we replaced our raw materials supplier form with specific traceability forms for fabrics, yarns and leathers. These forms have been structured to collect detailed traceability information at location level from the extraction, cultivation or farming,

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enhancing visibility of upstream tiers of our textile and leather supply chain. In 2025, we drafted a traceability form specifically for packaging and trims to expand our visibility on geographical origin of those raw materials as well.

D. OUR CONTRACTUAL MODERN SLAVERY COMPLIANCE PROVISIONS

Our contractual modern slavery compliance provisions are included in partner and supplier contracts wherever possible. At present, the contractual modern slavery compliance and sustainability provisions are included in all agreements with business partners and suppliers that manufacture finished products bearing the Vivienne Westwood trademark or consisting of other intellectual property rights, and in selected logistic services agreements and high-risk service providers.

E. OUR SUB-SUPPLIER LIST AND PROCEDURE

The sub-supplier list and procedure (“the Procedure”) was developed in 2022 and fully adopted starting from 2023, in order to make direct manufacturing suppliers that sub-contract any or part of their services more accountable for the production activities they have externalised and to provide improved visibility on sub-suppliers within our supply chain.

The Procedure is articulated in two separate documents: the first inherent to the actual procedures with specified execution methods, timelines and penalties, while the second, to be returned seasonally, is the collection of the list of subcontractors with related specific information useful for the risk analysis.

F. MODEL 231

In 2022, in order to comply with the requirements of Italian Legislative Decree no. 231 of 8 June 2001 on criminal corporate responsibility (“Decree”), our Italian operating company has validated and adopted the Organization, Management and Control Model (“Model 231”), which describes in an organized form the rules, procedures and behavioural rules aimed at mitigating the possibility of illicit conduct occurring in the company, and in particular the crimes specifically included in the Decree (among which the crime of illegal labour recruitment). In the broader framework of prevention of illicit conduct, the company has adopted the Code of Ethics, which summarises the rules of conduct and general ethical principles also applicable to third parties. This document, therefore, constitutes a fundamental reference that suppliers, consultants and all those who have relations with our Italian operating company are called to scrupulously respect. In this regard, it is valuable to state that the Italian operating company has regularly updated the Model and the Code of Ethics over time in order to assess whether new criminal offences among the ones listed by the Decree (as updated by the legislator within the years) could occur within the company and, therefore, adopt specific procedures, rules and identify behavioural principles that shall be followed. In order to comply with the Decree, the Italian operating company has also appointed a Supervisory Body, so-called Organismo di Vigilanza (“ODV”), which is responsible for monitoring the adequacy of the Model and the company’s compliance with it. The ODV has been promptly informed over the course of the year on the status of the audit program and non-compliances that may have arisen through dedicated meetings and ad hoc reports.

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G. SUPPLIER ONBOARDING PLATFORM

Starting from 2023, our Italian operating company has adopted a supplier on-boarding platform, which will allow us to streamline the due diligence workflow for our suppliers, digitalising the process. The tool has enabled us to increase the vendor master data and visibility of the company's supply chain by centralising the information provided by suppliers in an up-to-date database. The platform is currently set up to manage production suppliers of finished products which meet specific commercial and financial requirements defined internally. Where potential risks are identified, cross-functional teams may undertake further reviews and request additional information or evidence from the supplier to support a deeper assessment.

In 2025, Vivienne Westwood Limited has extended the onboarding platform to direct manufacturing suppliers of finished products, and it will be rolled out to service providers meeting specific financial requirements.

H. PRELIMINARY PRODUCTION CHECKLIST

In 2025, our Italian operating company has developed and adopted a preliminary production checklist which has been shared with the product development and supply chain teams in charge of identifying and selecting direct manufacturing suppliers. In fact, the production checklist is designed as an initial on-site tool which can support Vivienne Westwood teams to preliminary assess a new facility during the first visit. The checklist has been structured with questions covering general aspects of the facility, working conditions, health and safety and environmental considerations. It must be completed and returned to the Responsibility team along with photographs to provide insights of the supplier's operating conditions before commencing a new production collaboration. This information is subsequently evaluated by the Responsibility team to support the preliminary assessment of potential social and operational risks.

7. OUR EFFECTIVENESS

Our supply chain mapping exercise is the key to identifying the extent of our supply chain and increase transparency of upstream processes. By identifying suppliers and partners in our supply chain, we can effectively engage them in our social and environmental initiatives and share our corporate Policies and Due Diligence Questionnaire, which will enable us to assess any risks associated with modern slavery and human trafficking. As a result, supply chain mapping is conducted regularly with the aim of assessing and monitoring first tier suppliers as well as improving the visibility of sub-suppliers, which may perform externalised production activities such as intensive cut and sew activities, and upstream tiers. In fact, over the years the fashion industry has experienced an increased risk at sub-supplier level due to labour intensive activities being outsourced which may lead to a lack of visibility and control. This has prompted the Group to conduct an extended analysis on direct manufacturers and sub-suppliers of externalised production processes, and perform a risk assessment.

7.1. DUE DILIGENCE

Our Modern Slavery Pack and our contractual modern slavery compliance provisions are the first tools we deploy to raise awareness and to hold our suppliers and partners accountable for their own supply chains over which we have no direct control or

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contractual connection. Our direct suppliers are required to sign all relevant policies, declaring that all production processes and materials used in our products comply with anti-slavery and anti-human trafficking laws, and to accept our contractual modern slavery clauses when stipulating a manufacturing agreement.

Through our Due Diligence Questionnaire, which is deployed offline or online through our Onboarding Platform, we can assess suppliers of finished products and partners, identify risk areas, recommend improvement actions, where appropriate, and monitor progress annually.

At present, the Due Diligence Questionnaire is deployed to new and existing partners and suppliers of finished products either during the on-boarding process or whenever a commercial relationship is renewed.

As part of our procedures, we also collect certificates and accreditations obtained by suppliers, such as ISO 14001 and SA8000 etc., which can support any social and environmental claims they may make.

As we continue to progress actively with our supply chain mapping exercise, we intend to deploy our Due Diligence Questionnaire, Modern Slavery policies and Code of Labour to other branches of our supply chain we recognise warrant prioritisation and further investigation from a modern slavery perspective, such as components suppliers and contractors who, for example, provide property, facilities and logistics services. In the event a supplier or business partner is refusing to accept our standard contractual provisions or to align with our policies and procedures, the Responsibility Team will internally flag that specific manufacturing supplier or business partner as at risk and deem them unsuitable for product supply, partnerships, warehouses and logistic services depending on the severity of the breach.

7.2. DUE DILIGENCE REVIEW PROCESS

Since 2024, we have been supported by a multinational consultancy firm to conduct a comprehensive review of environmental and human rights laws and legislations applicable to our Group and assess the environmental and social risks related to the Group's operations, identifying gaps and potential areas of non-conformities. As a result, we developed a due diligence roadmap for implementation, based on the gap analysis and a review of our current policies and processes, and we hold regular meetings to monitor progress against the roadmap. In fact, the roadmap outlines key improvement steps and assigns internal responsibilities to ensure effective follow-through.

7.3. RISK ASSESSMENT AND RISK MANAGEMENT

In addition to the documental assessment of the evidence collected from suppliers, we have continued to progress with our announced Social Audit programme, which can be considered an effective monitoring mechanism to periodically assess our direct and indirect manufacturing base and to gather more visibility of the lowest tiers, as each supplier audited shares their production sub-supplier list with us.

These audits involve an assessment of the conditions of the workplace at the factories in which we operate and are carried out by an external auditing firm at supplier facilities.

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The audit is designed, by way of example only, to investigate and assess the presence, or indicators, of child labour, forced labour, discrimination, harassment and abuse, as well as assess the adequacy of health and safety measures, and compliance with applicable employment and environmental legislations. On a case by case basis, we will evaluate a semi-announced audit scheme starting from 2026 for those suppliers considered at high risks.

Finished product manufacturers whom we have a direct commercial relationship with have been periodically visited and are seasonally monitored through audits, during contract governance meetings by sourcing, production and the responsibility teams and scheduled quality control inspections. It is worth mentioning that our Audit Plan has continued to expand to include manufacturing sub-contractors. A total of 10 (ten) direct manufacturing suppliers, 31 (thirty-one) sub-suppliers and 2 (two) warehouses has been audited by our external assurance service provider during 2025.

In addition to the audit process described herein, the company carries out a mapping of existing audits: where relevant, collection of audit reports resulting from internationally recognised standards (e.g. SMETA, BSCI, etc.) that have already been performed on suppliers by other companies, brands, or business partners or to obtain process certification, through which we can assess the risk of direct and indirect suppliers and assess the efforts of internal activities.

In conclusion, any specific risks we identify from the information collected from completed Due Diligence Questionnaires, annual Modern Slavery reports and during scheduled audits are addressed promptly and directly with the relevant supplier either through enhanced due diligence activities, corrective action plans, additional audits and/or, if appropriate, contractually.

7.4. MODERN SLAVERY RISK MANAGEMENT GOVERNANCE

The Responsibility Team holds primary ownership of day-to-day activities related to identifying, assessing, and responding to modern slavery risks within Vivienne Westwood operations and supply chains. This includes conducting due diligence, engaging with suppliers, and ensuring appropriate actions are taken and relevant departments informed where risks are identified. The team also monitors emerging risks and supports in assessing regulatory developments to adapt our approach accordingly. This process relies on inputs and information provided by the Product Development, Production and Sourcing teams, which are primarily accountable for the identification, selection and ongoing management of direct suppliers.

Our senior management plays a critical oversight role in the governance framework receiving reports and updates from the Responsibility Team, providing strategic direction where needed. In cases involving significant or critical risks, senior management is responsible for addressing the findings and making final decisions, ensuring alignment with the Group's values and compliance obligations. This governance structure ensures that modern slavery risks are addressed proactively, consistently, and at the appropriate level of authority.

8. TRAINING

In 2022, an "Advanced Training on Forced Labour in Global Supply Chains" has been developed by our Italian operating company in collaboration with an expert of

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multi-tiered supply chain, risk and labor, and continues to be deployed to key departments in Vivienne Westwood Group which require a deeper understanding of modern slavery to readily identify the related risks in our supply chain.

Since 2023, a mandatory online Business Compliance course has been introduced to replace gradually the previous standalone Modern Slavery course which was launched in 2021 by Vivienne Westwood Limited. The Business Compliance course includes specific modules on Modern Slavery, Whistleblowing, Anti-bribery and Money Laundering, UK GDPR, Cybersecurity and Environmental Awareness and it is deployed to all employees working for Vivienne Westwood Limited. The Modern Slavery module provides employees with a broad overview of modern slavery legislation, explanations and examples of each modern slavery offence, guidance on how to spot warning signs and high-risk situations and a test to maximise information retention. The Business Compliance course offers a solid foundation for day-to-day responsibilities and has been fully incorporated in the Learning and Development programme for new starters from day one, serving as a requirement for passing probation. We believe it is essential that employees engage with this training early in their journey at Vivienne Westwood to ensure they understand the standards expected of them.

As of 31 December 2025, out of 78 employees with a dedicated profile enrolled in the Business Compliance course in 2025, 62 has completed the course – 49 employees in the UK and 13 employees based in Thailand, 6 were in progress, and 10 were subscribed. This represents a 79% completion rate for the period.

As we consider further strategies to raise awareness on modern slavery risks and engage suppliers in our mission, we continue to roll-out a dedicated online training course on “*Fashion Supply Chain risk and Modern Slavery*”.

As of 31 December 2025, out of 145 employees from the Italian operating company with a dedicated profile, 127 completed the course, 7 were in progress, and 11 were subscribed.

Direct manufacturing suppliers have received the same training opportunity since 2021 and they were encouraged to offer it to employees and managers to equip them with information and skills to manage and mitigate any potential modern slavery risks within their own business. So far, 42% of manufacturers used in 2025 and managed by the Italian operating company completed the online training by 31st December 2025. Since 2024, the course has been extended to include managers from direct manufacturing suppliers based in Thailand and Hong Kong.

In 2025, our Italian operating company participated in a collective training initiative organised in collaboration with Italy Fashion Working Group, a multi-brand working table dedicated to strengthening engagement within the Italian supply chain. The initiative aims to foster shared values among brands and suppliers and to enhance collaboration on training and education activities across the supply chain.

Within this framework, in June 2025, a six-hour training course was delivered by an expert in responsible supply chain practices and corporate executive training, structured into three dedicated two-hour sessions covering the key following topics:

- Traceability: map the production cycle;

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- Responsible Purchasing Practices: collaboration for mitigating the risk;
- Responsible Supply Chain Management: due diligence legislations, mapping and mitigation of the risk.

The training was attended in full by 7 representatives of Vivienne Westwood direct manufacturing suppliers, who participated in all sessions, reinforcing the company's commitment to capacity building, responsible sourcing, and continuous improvement within its Italian supply chain.

9. LOOKING AHEAD

We remain committed to playing our part in combatting modern slavery and will continue to take steps to prevent the formation of any conditions where modern slavery or human trafficking could occur within our business and supply chain. We will continue to monitor any risks to our operating model, workforce and suppliers and regularly measure the effectiveness of our activities. Below is a list of the activities we will aim to launch, progress and, if possible, complete next year. Based on that, we will devise Key Performance Indicators ("KPIs") that can be used, at individual company and group company level, to benchmark our effectiveness and our progress as we continue to strive to achieve our mission and objectives.

Areas	Objective	Next Steps
OUR TOOLS, POLICIES AND PROCEDURES	Highlight the risks and impact of modern slavery in our business and supply chain to our employees and suppliers.	<p>Continue to deploy our Due Diligence Questionnaire to onboarding manufacturing suppliers and partners through offline and online tools.</p> <p>Review of our Modern Slavery policy, Code of Labour, Modern Slavery Policy for Raw Materials which will be consolidated at Group level.</p> <p>Draft of new Group due diligence policies and related documents.</p> <p>Continue to request that other suppliers and partners we identify as</p>

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	<p>Continue to promote a whistleblowing mechanism for anonymous reporting of suspected and actual modern slavery offences in our business and supply chain for the benefit of our employees and supply chain workers.</p>	<p>presenting a high modern slavery risk to our business and supply chain sign up to our Modern Slavery Pack and accept our contractual modern slavery compliance provisions.</p> <p>Engage our Asian Licensee partners in our modern slavery mission by starting to deploy our Due Diligence Questionnaire and Modern Slavery Suite.</p> <p>Continue to contractually obligate our suppliers to follow our policies and procedures related to modern slavery in all manufacturing and business agreements.</p> <p>Extend the online tool for whistleblowing to Vivienne Westwood Limited direct manufacturing suppliers.</p>
DUE DILIGENCE	Map and understand our supply chains beyond our direct relationships.	Continuous implementation and monitoring of our due diligence process roadmap as defined in collaboration with the external consultancy company.

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		<p>Continue with the mapping of our supply chain and go further to map lower tiers with the input of the new Traceability Forms.</p> <p>Continuously onboard new manufacturing suppliers which meet specific requirements through our onboarding tool. Continue with the mapping of our procurement supply chain, digitalising the process by extending the onboarding tool to selected service providers managed by Vivienne Westwood Limited.</p> <p>Involve our Asian license partners in the mapping exercise to gather detailed information about their supply chain.</p> <p>Continue to deploy the sub-supplier list procedure to our manufacturing suppliers globally.</p>
RISK ASSESSMENT AND MANAGEMENT	Identify modern slavery risk areas in our business and supply chain.	Continue to progress in auditing direct suppliers and sub-suppliers worldwide.
TRAINING	Continue to provide training to our employees, and guidance to our suppliers, on how to identify, manage and	Evaluate to roll out an additional social training to selected direct manufacturing suppliers and key employees

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	mitigate the risks of modern slavery in our business and supply chain.	responsible for relevant functions.
MULTISTAKEHOLDER INITIATIVES	Identify independent organisations with whom we can partner to support our modern slavery mission and local industries, including on relevant environmental considerations, while ensuring that local employment laws in that jurisdiction are respected.	Engaging external companies and industry peers in our efforts to deliver best practice at supply chain level, including switching to renewable energy providers where possible. Continue to seek partnerships with external consultants, working groups, experts, universities and research centres to develop new awareness initiatives and trainings.

We stand firm in our belief that, based on risks assessed during the year, we must remain proactive and flexible in adjusting our approach to combatting modern slavery in our business and supply chains, as this is the key to adapting to the rapidly changing global landscape in which our supply chain operates. We also maintain that a collaborative approach based on trust is essential to build long lasting relationships, to improve stability and best practices, and successfully implement and execute our due diligence approach.

Approved by the board of directors of Vivienne Westwood Limited and signed on its behalf by:

Carlo D'Amario

Date 11/06/2026

Chief Executive Officer



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