

Modern Slavery and Human Trafficking Statement

2025/26

Introduction

We recognise that modern slavery remains a significant global challenge and that businesses have an important role to play in protecting human rights. As an international fashion retailer, we are committed to identifying, preventing and addressing risks of modern slavery within our operations and supply chain through responsible sourcing, effective governance and continuous improvement.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the steps taken by Yours Clothing Ltd during the 2025/26 financial year to prevent modern slavery and human trafficking within our business operations and supply chains.

Yours Clothing Ltd, and other relevant group companies are committed to conducting business ethically, responsibly and with respect for internationally recognised human rights. We maintain a zero-tolerance approach to modern slavery, including forced labour, bonded labour, human trafficking, child labour and all forms of exploitation.

"We recognise that modern slavery remains a significant global challenge. During 2025/26 we continued to strengthen our responsible sourcing programme through enhanced supplier engagement, training, transparency and industry collaboration."
— David Preece, Director & Company Secretary

About Yours

Yours Clothing Limited is a privately owned United Kingdom limited liability company. Yours Clothing has been a leading plus-size fashion retailer since 1993 and over the years the Yours family has grown to include several brands; expanding its position in the specialised market with the launch of BadRhino, Long Tall Sally, PixieGirl, M&Co, Evans and finally Star by Julien Macdonald.

OUR JOURNEY

From our beginnings in 1993 to our family of brands today, we've grown with purpose to help every customer feel confident in who they are.



Yours and our brands, design, develop, source and sell clothing and accessories for customers across the UK and international markets. Yours products are sold through our own retail and outlet stores as well as online and through third party marketplaces.

As of 1st February 2026 Yours employed over 1,000 people including part time employees in its 97 stores, 3 distribution depots and head office based in Peterborough UK. Corporate functions providing services in Human Resources, Finance, IT, Marketing and Retail operations are located at the Peterborough Yours head office.



Our Supply Chain

While we undertake most of the design and development of our products ourselves, we outsource the manufacturing of all our products. In most factories, the facilities are shared with production for other Clothing & Accessories brands.

We work closely and collaboratively with 130 suppliers operating across 10 sourcing countries. Building long-term supplier relationships supports transparency, accountability and continuous improvement throughout our supply chain. Our manufacturing site list is published on our website as part of our commitment to supply chain transparency.

The map below illustrates our sourcing countries



Strong, long-term supplier relationships are fundamental to effective human rights due diligence and responsible sourcing. During 2025/26, 58% of our suppliers had partnered with Yours Clothing for more than five years, while the remaining 42% joined our supplier base within the last five years. Many of these newer partnerships have been established to support the continued growth of our brand portfolio following recent acquisitions. All new suppliers are subject to the same onboarding process, ethical due diligence and audit requirements as our long-standing manufacturing partners.

During 2025/26, we also continued to rationalise our supplier base, reducing the overall number of suppliers and Cut, Make and Trim (CMT) facilities we work with. This enables us to focus our resources on building stronger strategic partnerships, increasing supplier engagement and improving visibility across our supply chain. By concentrating production with trusted manufacturing partners, we are better positioned to support continuous improvement, strengthen due diligence and further reduce the risk of modern slavery.

2025/26 Highlights

During the reporting period we continued to strengthen our responsible sourcing programme through:

- Completed 228 ethical audits across supplier manufacturing sites conducted during the 2025/26 reporting period.
- Maintained our partnership with Fast Forward and strengthened our engagement through joining the Stronger Together Enhanced Partnership Programme.
- Required UK suppliers to participate in the Supplier Engagement Programme and annual modern slavery training.
- Maintained supplier transparency requirements through our Transparency Pledge programme.
- Increased factory visits and supplier engagement activities in key sourcing regions including the UK, Turkey, India, Bangladesh and China.
- Focused our supply chain by reducing the number of suppliers and CMT facilities, enabling stronger supplier relationships, increased oversight and more focused due diligence.
- Updating and republishing supplier policies and responsible sourcing requirements.
- Delivering specialist training to sourcing and technical teams on modern slavery prevention, grievance mechanisms and fair work practices.
- Maintaining transparency through publication of our manufacturing site list.

Our Ongoing Actions

- Maintaining a zero-tolerance approach to forced labour, human trafficking and child labour.
- Requiring suppliers to comply with our Supplier Code of Practice and internationally recognised labour standards.
- Conducting regular ethical audits to recognised standards including Fast Forward, SMETA and BSCI.
- Supporting remediation and continuous improvement where issues are identified.
- Protecting worker voice through grievance mechanisms and whistleblowing channels.
- Reviewing policies annually to ensure continued compliance with evolving legislation and best practice.

Measuring Effectiveness

We assess the effectiveness of our modern slavery programme through a range of indicators, including:

- Ethical audit completion and outcomes.
- Supplier participation in training programmes.
- Factory transparency and disclosure.
- Corrective action plan completion.
- Supplier engagement and site visits.

- Worker grievance reporting mechanisms.
- Reduction in the number of suppliers and manufacturing facilities to improve oversight.

These measures help us identify areas for improvement and support continuous enhancement of our responsible sourcing programme.

Our Commitment

Respect for human rights is fundamental to the way we operate as a business. We are committed to ensuring that all workers connected to our operations are treated fairly, with dignity and respect, and that their rights are protected.

We expect the same commitment from our suppliers, contractors and business partners and require compliance with our Supplier Code of Practice, which sets out our expectations regarding labour standards, working conditions, ethical conduct and responsible business practices.

We recognise that addressing modern slavery requires ongoing vigilance and continuous improvement. Through collaboration with suppliers, industry partners and stakeholders, we continue to strengthen our approach and enhance transparency throughout our supply chain.

Governance and Risk Management

The Board of Directors has overall responsibility for ensuring that Yours Clothing maintains effective policies and procedures to prevent modern slavery and human trafficking.

Operational responsibility sits across our Buying, Technical, Compliance and Human Resources functions, which work collaboratively to identify, assess and manage potential risks within our business operations and supply chain.

We recognise that modern slavery risks may arise within global supply chains, particularly in labour-intensive manufacturing environments. Key risk factors considered within our due diligence processes include:

- Country-specific labour rights risks.
- Recruitment and employment practices.
- Use of labour providers and migrant workers.
- Subcontracting arrangements.
- Worker welfare and grievance mechanisms.
- Audit findings and corrective action performance.

We continually review these risks and adapt our monitoring and engagement activities to support responsible sourcing and continuous improvement across our supply chain.

During the year we also expanded our supply chain data collection through our Plastic Packaging Tax reporting requirements. Working closely with suppliers to gather detailed information on packaging materials has increased supply chain transparency and strengthened our understanding of where materials originate. This additional visibility supports broader due diligence activities by helping identify potential sourcing risks and encouraging greater supplier accountability.



As part of this commitment, all UK suppliers are required to participate in the Stronger Together Supplier Engagement Programme (SEP) and complete annual modern slavery training. Through these programmes, suppliers have access to training resources, assessment tools, webinars, guidance materials and specialist support designed to strengthen labour standards and help prevent modern slavery.

Members of our technical team also completed specialist training throughout the year, including:

- Grievance Mechanisms Training.
- Anti-Slavery Stronger Together Convention.
- Fair Work in the UK Training.

Monitoring and Site Visits

We continued to strengthen supplier oversight through a programme of scheduled and unannounced factory visits in both the United Kingdom, Turkey, India, Bangladesh and China. These visits provide valuable opportunities to engage directly with factory management and workers and support greater visibility of working conditions, encourage open dialogue with suppliers and help identify opportunities for improvement.

Supporting Workers

We recognise the importance of ensuring that workers can raise concerns safely, confidentially and without fear of retaliation. Effective worker voice mechanisms are an important part of identifying and addressing labour rights risks, including potential indicators of modern slavery.

We maintain grievance mechanisms and encourage concerns to be reported through appropriate channels so that issues can be investigated and addressed promptly. We also encourage our suppliers to provide accessible channels through which workers can raise concerns, seek support and report issues relating to working conditions, welfare or employment practices.

In addition, Yours Clothing operates a Whistleblowing Policy, which is publicly available on our website. The policy encourages employees and workers to report genuine concerns relating to wrongdoing, unethical conduct or potential breaches of legal obligations. All reports are treated seriously and investigated appropriately, with protections in place to ensure that individuals raising concerns in good faith are not subjected to victimisation or retaliation.

These measures support our commitment to transparency, accountability and the protection of workers' rights throughout our business and supply chain.

Measures we take to protect the rights, dignity and wellbeing of those in our supply chain



Policy Development and Worker Protection

During the year we reviewed and republished key supplier policies and responsible sourcing requirements. These measures support our ongoing commitment to ethical business practices, worker welfare and the prevention of modern slavery throughout our supply chain

Priorities for 2026/27

- Enhance supplier capability through training and collaboration.
- Develop measurable modern slavery performance indicators.
- Expand due diligence and responsible recruitment monitoring.
- Continue publishing transparent supplier information and promoting responsible sourcing.
- Enhance supply chain mapping beyond Tier 1 suppliers.
- Continue strengthening long-term supplier partnerships through a focused supplier base.
- Improve supply chain traceability through enhanced supplier data collection and material transparency.

Approved by the Board of Yours Clothing Ltd on 20 July 2026 and signed on its behalf by:

David Preece

Director & Company Secretary

20 July 2026