SEASALT
CORNWALL

SLAVERY & HUMAN TRAFFICKING STATEMENT

Since we began in 1981, we have been committed to doing business responsibly, minimising our environmental and human impact.

Part of this important and ongoing work, is ensuring that there is no forced labour or human trafficking in our business and supply chains.

This statement sets out the steps we take to prevent modern slavery and human trafficking in the production of our products and business operations.

ABOUT SEASALT

Seasalt is a clothing brand and retailer based in Cornwall in the UK. We have 67 stores, nearly 500 wholesale customers in the UK, Europe and New Zealand and an online store that sells our products all over the world.

The business' head office is in Falmouth, Cornwall and is home to our creative teams (who design and develop our products), buying and merchandising, marketing and communications, finance, property, administration and development teams. Seasalt's central distribution centre and customer services team are located in Redruth, Cornwall.

Seasalt manufactures and imports its products from supply chains in the following countries: India, Sri Lanka, China, Pakistan, Vietnam, Portugal, Spain, Italy, Turkey, Bulgaria and the UK.

WORKING WITH SUPPLIERS THAT UPHOLD OUR STANDARDS

We understand that we are only as good as the partners we work with. To ensure our ethical standards are upheld in every part of the supply chain, we require all our contracted partners and suppliers to sign and comply with our Ethical Standards Commitment Statement.

This is based on the Ethical Trading Initiative (ETI) Base Code, an internationally recognised code of labour practice designed to protect workers' rights. This code covers issues including forced labour, working conditions, living wages, child labour and discrimination.

Seasalt's ethical standards policies clearly state that forced labour and lack of freedom of association are not acceptable. We work closely with our partners in the supply chain, so we can resolve any issues that arise together.

TRANSPARENCY IN THE SUPPLY CHAIN

In addition to signing Seasalt's supplier contract and Ethical Standards Commitment Statement, all our suppliers are required to join Sedex, the Supplier Ethical Data Exchange.

Sedex is a not-for-profit, membership organisation dedicated to improving responsible and ethical business practices in global supply chains.

Our suppliers are required to complete self-assessment ethical workbooks on a regular basis and share copies of any external, independent audits as well as their own policies and procedures, relating to forced labour and freedom of association.

Sedex works with many brands and high street retailers and is uniquely placed to support and advise us and our suppliers, providing a global view on the ethical challenges of manufacturing around the world.

DUE DILIGENCE & AUDITING

We carry out extensive due diligence and auditing of our suppliers. The results of these investigations directly influence our supplier and sourcing strategy each season and are key to ensuring we make the best products in the most responsible way possible.

Here are some of the ways we improve visibility in our supply chain.

1. Self-Assessment
We collect information via the Sedex Self-Assessment Questionnaire that could indicate forced or bonded labour (such as the holding of identity documents, wage deductions made, etc). Any issues can then be addressed, often via a third-party audit, and managed by our in-house Compliance & Ethics team.

2. Risk Assessment
Sedex works with global risk analytics experts, Maplecroft, who reference hundreds of indices - from human rights violations to political risk factors - to flag country and industry risk factors.

3. Audits
We use SMETA, Sedex Members Ethical Trade Audit – a free, publicly available, 4-pillar, ethical trade audit system, created by Sedex to help businesses and their suppliers. We also accept audits from other companies such as Amfori BSCI and WRAP.

4. Reporting tools
Using the Sedex platform we are able to monitor trends across the supply chain and look for possible signs of self-assessment or audit non-compliance that could indicate forced or bonded labour.

5. Supplier visits
Specially trained members of the Seasalt team regularly visit our suppliers to review and audit their factories, working conditions and employees. Any issues can then be addressed directly with our suppliers.

6. Seasalt agents
Where we don't work directly with our suppliers we have agents who are our eyes and ears on the ground. Our agents visit our suppliers regularly (at least once a week or more when our products are being made) and provide us with an honest appraisal of the situation locally.

OUR ONGOING COMMITMENT

Supply chains consist of several tiers. We are committed to mapping and assessing our supply chain to gain a clear picture of any challenges that could be hidden regarding forced labour and human trafficking. We have a clear mapped view of tier one suppliers who we work directly with; all audits and required commitments are checked by our in-house Compliance & Ethics team, and fully supported by our tier one supply chain partners.

In September 2018 we committed to mapping our tier two suppliers - those who supply our factories, such as wash houses and trim suppliers. We have mapped 167 tier two suppliers, and the Compliance & Ethics team is in the process of collating this supplier information to help us assess if any risk is present. Should any risk be identified, we will resolve it by working in partnership with our tier one supply partners, the ETI and the wider ETI community to tackle and remedy any non-compliances. We will report on our progress in an updated slavery statement.

Seasalt recognises its responsibility to every person involved in our business and the manufacture of our products. Forced labour and human trafficking are global issues that are often difficult to detect but we are committed to working closely with suppliers to uphold our ethical standards and get the most honest view of our supply chain.

Signed by: 1st February 2021

Neil Chadwick

Company Director *Review date* 1st February 2022