

# Equip Outdoor Technologies UK Limited

## Modern Slavery Statement 2025-26



Equip Outdoor Technologies UK Limited (Equip) supports the UK’s Modern Slavery Act 2015 (“the Act”) and has taken steps to prevent modern slavery from occurring in its supply chain and within its operations. This statement, relating to the financial period 1<sup>st</sup> February 2025-31<sup>st</sup> January 2026, has been published in accordance with Section 54 of the Act and applies to Equip and the Equip subsidiaries listed in the appendix.

### 1. Equip’s business and supply chain structure

Equip is an international business with its head office in Derbyshire, UK. We are proud to own two specialist outdoor brands – Rab (established in 1981) and Lowe Alpine (established in 1967). We build and design technical products that last, whilst driving industry-wide change to protect the planet, respect human rights, and increase participation in the outdoors.



Equip employs approximately 262(FTE) team members in the UK. 146 of these team members work in our head offices, designing, developing, marketing, and selling our products or providing core functions to our business. 68 of these team members work in our distribution warehouse and factory site, where we fill our down sleeping bags, distribute to retailers and consumers, distribute and sell products through our factory outlet stores, and operate our service centre for washing and repairing our products.

A further 70 Equip employees work across Germany, the Netherlands, Norway, Finland, Canada, and the USA and New Zealand. Marketing and selling our products to international markets and running our product service centres globally. We also have small teams in Bangladesh, China and Vietnam who monitor our manufacturing partners in Asia.

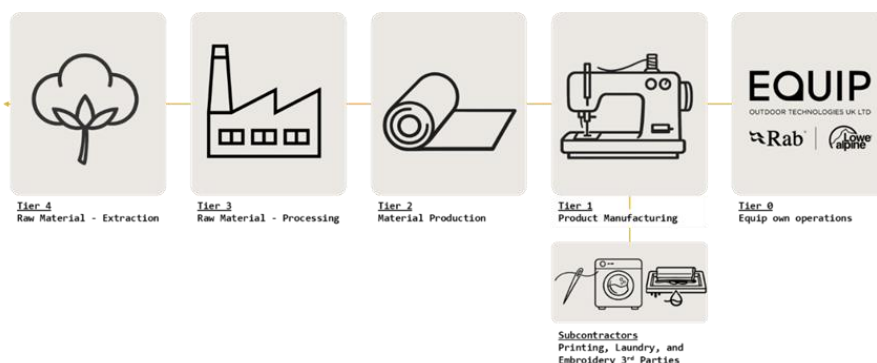
Equip does not own or operate any overseas manufacturing facilities but contracts partners to manufacture products to our required standards. We work closely with manufacturers and have long-term stable contractual relationships, while investing to build new relationships as our business and product ranges increase.

#### Supplier Structure

At Equip Outdoor Technologies. We have the greatest relationships and leverage with the sites that manufacture finished goods to us directly.

We understand that risks of modern slavery doesn’t not stop here and can sit within the further supply chains (also known as Tier 2,3,4) where we have more limited visibility and leverage.

We are on a continued path to understand and monitor our impact into lower tier suppliers. Currently by working with our manufacturing partners, nominated fabric and trim suppliers industry partnerships to increase transparency and access to processes and sourcing locations. mapping, enhance due diligence processes and deepen collaboration where risks are identified.



## Manufacturing partners

In 2025/25 we worked with 19 manufacturing partners who operate 21 sites across Bangladesh, Cambodia, China, India, Indonesia, the Philippines, and Vietnam which cut, make, and trim (CMT) our products alongside our owned manufacturing facility in the UK. Over 35,000 people are employed by our manufacturing partners globally. We primarily work directly with the manufacturing sites. For a few sites, we use intermediaries where we purchase a low volume of products.

## Subcontractors

In 2025/2026, we identified 25 subcontractors used by our partners' manufacturing sites involved in processes such as screen printing, laundry, and embroidery. We require all suppliers to obtain written approval from Equip before utilising subcontractors or third parties to manufacture Equip products.



## 2. Managing risk in our operations

### 2.1 The risk

The majority of Equip's direct employees operate in roles that are low risk for modern slavery. These include design, marketing, sales and other core functions. However, we recognise that employees who work in our UK factory and warehouse are in roles that are considered high-risk for modern slavery by the UK Gangmaster and Labour Abuse Authority (GLAA). According to the GLAA, using agency staff in these sectors undermines accountability and reduces oversight of workers' experiences.

### 2.2 Equip's policies and due diligence

All of Equip's regular team members in the factory and warehouse are Equip employees, not temporary agency staff. By keeping our teams in-house, we mitigate much of the risk associated with our operations. We occasionally use temporary agency staff during peak periods. This typically occurs a handful of times a year and involves small numbers who remain on-site for a few weeks. Section 3.2.7 outlines the due diligence conducted on our labour provider.

There is still a small risk for direct employees as modern slavery can affect anybody. We manage this by having clear recruitment policies and processes where relevant checks are carried out on all new starters. We maintain open relationships with employees with regular face-to-face check-ins.

We have a Whistleblowing Policy that provides all employees, including permanent and temporary team members, a formal procedure for reporting criminal offences or breaches of legal obligations, including modern slavery. Team members at our factory and warehouse also have access to the Fair Wear Foundation Complaints Helpline, detailed on posters displayed throughout the site. In 2024-25, we received no complaints regarding UK operations from the Fair Wear Helpline.

## 3. Managing risk in our supply chains

### 3.1 Understanding the risk

Following the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector, and Fair Wear Requirements, Equip conducts Human Rights Due Diligence (HRDD) as part of standard operating procedures. This includes routinely conducting risk assessments to identify actual and potential harm in our supply chain, including forced labour and modern slavery.

Our HRDD risk assessment is guided by Fair Wear's & amfori resources, including country studies, external resources published by international bodies, NGOs, social audits, worker complaints, and annual self-assessments completed by manufacturing partners and third-party social compliance audits. For more information on Equip's HRDD processes, see Equip's [2025-26 Social Report](#).

Our risk assessment highlights that the final product manufacturing stage, known as 'cut make trim' (CMT), is one of the most labour-intensive tier of apparel manufacturing and where most direct violations can occur. However Tier 2,3 and four also hold high risks of exploitation and modern slavery due to the opaque operations that are harder for brands to have oversight of due to indirect business relationships.

#### 3.1.1 Manufacturing partner (CMT) risk

##### 3.1.1.1 Sector risks

The methods and research analysis Equip uses, outlined above indicate that, within apparel and textile supply chains, primary risks related to forced labour and exploitation may include:

##### 1. Worker restrictions

- Retention of documents
- Restricted freedom of movement
- Coercion/ intimidation
- Forms of servitude

**Higher-risk groups:** International and domestic migrant workers; female line workers.

This risk is typically more frequent within in deeper supply chain tiers, where oversight is more limited and processes are less visible to brands or NGO presences.

##### 2. Wage manipulation

- Recruitment fees & debt bondage.
- Withholding or non-payment of wages and benefits
- Lack of control over earnings
- Exploitative loan schemes

**Higher-risk groups:** Lower-paid workers, contracted workers, temporary workers, and migrant workers.

##### 3. Excessive overtime and exploitation

- Involuntary overtime
- Unpaid or underpaid overtime
- Lack of viable alternatives

**Higher-risk groups:** All workers can be affected, particularly those in low-paid or insecure roles, such as sewers, printers, this can also be linked to gender inequalities as data shows that females make up the majority of RGM factories.

##### 3.1.1.2 Factory risks

Equip's factory risk profiles take account of remediation and prevention measures and are reviewed and updated regularly, for example following audits, Fair Wear and annual questionnaires, site visits, completed CAPs, and internal or external communications. These profiles are then used to define both preventive and monitoring actions.

The risk score is based on:

- Likelihood: the probability of a risk occurring at both country and factory level, informed by the data collected and analysed against the relevant country profile.
- Severity: a pre-defined rating for each harm type, based on scale, scope, remedability, and the broader research evidence on impact.

#### **Example of heightened factory risks:**

Bangladesh suppliers: In Bangladesh, limited NGO presence and weak government guidance contribute to a heightened risk of excessive overtime in the textile sector, which can increase the risk of forced labour. As a significant country exporter of cotton apparel, there is also an increased risk that material origin could be linked to forced labour. We therefore apply a higher-risk rating to suppliers. Where factory audits indicate that excessive overtime is not taking place, we may align the risk score below the underlying country risk. We also review our production planning and purchasing practices with suppliers and communicate collectively where these could affect working hours, to help minimise the need for overtime. In addition, our in-country quality teams are based on site and can raise concerns where they observe potential indicators of exploitation.

#### **3.1.1.3 Country risks**

As well as prioritising by Factory and sector, the country of operations can impact the risk of modern slavery. According to the Global Slavery Index (2025), of the countries our manufacturing partners operate in, India, Philippines and Bangladesh within our Manufacturing countries have the highest risk for modern slavery.

In China, Equip recognises an elevated risk that its supply chains could be linked to forced labour and human rights abuses affecting Uyghur people, requiring enhanced due diligence. You can read more about country specific risks and mitigation action within our social report

#### **3.1.2 Trim suppliers and subcontractors**

Equip's HRDD processes primarily focus on the two sectors that are the most material to our supply chain: product assembly and fabric manufacturing. However, suppliers are operating in other tiers that may pose a risk of forced labour, which includes suppliers of:-

- trims (such as zip pullers and care labels),
- manufacturing partners' subcontractors, and
- suppliers of factory-sourced components.

In 2025 we refreshed our risk assessment of these suppliers based on country, sector, and risk. The sectors with the highest risks were:-

- injected-moulded plastic components (such as buckles),
- leather components, and
- metal components (such as eyelets).
- cotton trims

Cotton was the commodity risk of main concern due to its association with forced labour in multiple countries, including China. Of nearly 400 suppliers assessed, we categorised 40 as a priority for further due diligence based on their risk. They either manufacture components containing cotton or operate in high-risk countries in above-average-risk or high-risk sectors in above-average-risk countries.

#### **3.1.3 UK-based service suppliers**

Equip uses suppliers in the UK to provide a range of services, from professional to on-site provisions. High-risk industries are those identified by the UK's GLAA and, for Equip, include labour providers, security, cleaning and maintenance, and groundskeeping/gardening.

In 2024/25, Equip created an Internal Purchasing Policy. This policy sets out guidelines to ensure that our internal procurement decisions prioritise ethical employment practices. As part of Equip's modern slavery due diligence, we assess all high-risk service suppliers to ensure all potential risks are mitigated.

### 3.2 Identified violations

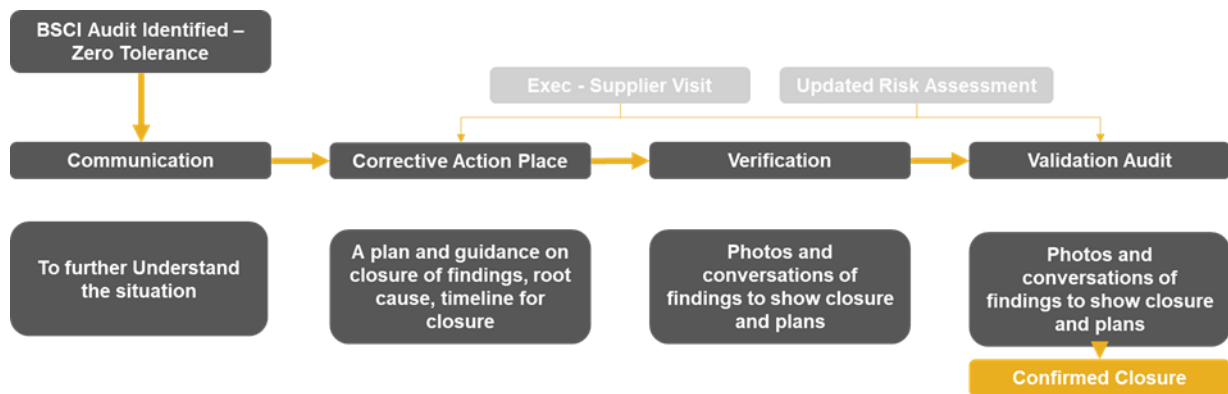
As outlined, our manufacturing supply chain is subject to third-party social audits, primarily amfori BSCI, which applies a strict zero-tolerance approach to severe labour and human rights violations.

During the reporting period, a BSCI audit at one manufacturing partner identified a heightened risk of forced labour, linked to the use of a pause card system and an employee loan scheme. These practices risked creating worker dependency and restricting workers' ability to leave employment freely and were therefore treated with the highest level of urgency under BSCI's zero-tolerance criteria.

Equip engaged directly with factory management to address these risks and focus on root-cause remediation. This included removing the pause card and loan scheme and working with the supplier to identify alternative ways to capture operational efficiency without creating pressure or control over workers.

A follow-up amfori BSCI audit was conducted to verify remediation. The identified issues were fully closed, and the factory subsequently achieved an amfori BSCI Grade A, confirming effective corrective action and improved social performance.

Zero-tolerance findings are managed alongside — and not as a substitute for — grievance mechanisms. Where relevant, audit findings are reviewed holistically together with grievance data, worker feedback, and Fair Wear processes to ensure that actual harm is addressed, rather than procedural non-compliance alone. This integrated approach supports credible remediation, accountability, and protection for workers.



### 3.3 Equip's governance, policies and due diligence

Since 2020, Equip has been a member of the Fair Wear Foundation, a movement for change that seeks to push the garment industry towards a world where working conditions are fair for the people who make our clothes.

We support garment workers' rights to safe, dignified and properly paid employment, and making garment production fair for everyone. We promote Fair Wear's Code of Labour Practices (COLP), which includes a specific standard for ensuring freely chosen employment.



- The [Equip Responsible Business Conduct \(RBC\) Policy](#) establishes the principles of how Equip conducts business. It outlines what stakeholders can expect from Equip and, where relevant, what Equip expects from them. The RBC includes the commitment that Equip will ensure the prohibition of forced and child labour throughout our supply chain and conduct HRDD on all relevant harms, including forced labour and modern slavery. The RBC policy is written and includes requirements of freight providers, suppliers, Equip staff and where applicable retailers.
- Equip's [Human Rights Due Diligence \(HRDD\) Policy](#) integrates the commitments made in our RBC into our daily business practices. It follows the 'OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector' when taking steps to cease, prevent, mitigate and remediate harms when they do occur.

- Equip Outdoor Technologies [Sourcing Principles](#), are designed to guide Equip's sourcing strategy and provide a framework for responsible business practices. . Through this approach, Equip aims to positively impact not only its employees and partners but also the wider communities connected.

The commitments, expectations, and procedures established in the Sourcing Principles, RBC and HRDD policies are communicated to our manufacturing partners through Equip's Manufacturing Supplier Manual. This internal document is issued annually and signed by each manufacturing partner. Below is a summary of Equip's relevant due diligence steps. For a full overview and progress, see Equip's [2025-2026 Social Report](#).

### 3.3.1 Supplier selection and onboarding

Equip's Human Rights Due Diligence Policy establishes the checks that all potential suppliers must undergo during selection. This includes an evaluation of each supplier's working conditions and employment practices. The CSR team reviews evaluation surveys, policies, and audits, feeding this into a Risk Assessment alongside a broader business and country risk assessment. Each supplier's CSR performance is scored and factored into selection. Once selected, all suppliers are informed of what Equip's Fair Wear membership means to them. We require all our manufacturers to:

- Endorse Fair Wear's Code of Labour Practices (COLP),
- Inform their workers of the COLP and Fair Wear's [complaint hotline](#) by displaying information in their workplaces, in the local language, and
- Co-operate with Equip to remedy complaints submitted by workers or findings identified in audits, addressing root causes where possible.

Suppliers must sign Equip's Manufacturing Supplier Manual annually, which contractually binds them to abide by Fair Wear standards, Human Rights Zero Tolerances, and other sourcing requirements. The manual also includes a non-compliance clause, which explains the consequences of failing to meet the required social standards.

### 3.3.2 Supplier monitoring

As a business, Equip aims to maintain long-term relationships with manufacturing partners, enabling them to invest in both the individual workers and the facilities they provide. Long-term partnerships don't guarantee good working conditions, but influence and leverage can contribute to improving conditions.

We have regular in-country meetings with manufacturers to forge long-term relationships. Personnel from Equip at all levels, including directors, design, operations, materials and buying, as well as our corporate social responsibility team, have regular discussions and make frequent site visits.

Equip employees use our Site Visit Checklist when visiting manufacturing sites, to raise any concerns or feedback to our CSR team, who will investigate further.

Since 2019, we have required our manufacturers to be audited against the amfori BSCI Code of Conduct which establishes standards they must abide by to protect their workers' human rights. As established in our HRDD Policy and Manufacturing Supplier Manual, we require manufacturers to be audited by third parties at least every two years, share the audit reports with us, and work with us to correct non-compliances. Several manufacturing partners have also been audited by Fair Wear whose methodology emphasises the importance of on- and off-site worker interviews.

93% of our production in 2025-26 came from manufacturing sites that had been audited against either Fair Wear's Code of Labour Practices or amfori's BSCI Code of Conduct in the past 3-years. 100% of our manufacturing partners have been audited within the last two years by another 3rd party auditing methodology (BetterWorks, Higg FSLM or WRAP). Only our Equip own UK site is un-audited as a lower risk country and is staffed with Equip employees and is constantly engaging with all Equip HQ functions.

As part of the monitoring process Equip uses supplier scorecards for all tier-one manufacturing partners and nominated fabric suppliers. The annual scorecards allows us to monitor and hold constructive fact-based discussions relating to opportunity, improvement, and risk areas in the partner's operations.

For our Tier 1 (Manufacturing Partners) scorecards, we include three social measures highlighting the most important risks: social improvement and remediation, social dialogue, and freedom of association, and living wages. The most recent supplier scorecard cycle shows measurable improvements across a proportion of our manufacturing partners- with four suppliers increasing their overall scoring compared to the previous assessment. This has resulted in two suppliers receiving a higher band, and one of our suppliers achieving Gold for the first time. Improvements were most commonly observed in areas related to engagement with corrective actions, management system maturity, and capacity planning.

In 2024 Equip developed a procedure for formally requesting feedback on our sourcing practices from our tier-one partners as part of the scorecard process. This tool is designed to foster open and honest two-way dialogue with our partners.

### **3.3.3 Worker training**

Since 2021, we have commissioned Fair Wear training for workers at our key manufacturing partners. This in-person training delivered by Fair Wear trainers teaches workers about their rights and the standards they should expect; explains how they can use the Complaints Helpline to raise violations of the COLP; and promotes social dialogue between the workers and management.

In 2025, we had two manufacturing sites in Bangladesh that participated in Fair Wear's anti-harassment violence prevention programmes. It was commissioned by Equip as our HRDD risk assessment identified this as a significant risk in Bangladesh, which also discusses free employment practices and harassment linked specifically to work pressures,

For a new key supplier in Vietnam, Equip invested in Fair Wear onboarding training for the factory to help workers understand their human rights in the workplace, what Fair Wear is, and what it means to work with a Fair Wear member brand. In 2025-26, 81% of our production volume was manufactured at sites that during Equip's factory relationship workers had received Fair Wear training.

### **3.3.4 Responsible purchasing practices**

As a member of Fair Wear, Equip follows purchasing practices that promote safe, dignified, and properly paid employment. Our commitment to responsible purchasing practices is summarised in our Sourcing Principles. We are committed to ensuring continuous production for key manufacturers and provide yearly production forecasts to help plan accordingly. We avoid short-term deliveries as we recognise these places undue pressure on manufacturers and increases the chance of excessive overtime or temporary workers and alongside the pressures for freight providers. We pay for finished goods upon receiving the bill of lading with no delay in payment. If partners require us to alter standard payment terms, such as partial upfront payment, we remain willing to meet their requests as far as possible.

### **3.3.5 Sourcing restrictions**

In response to the risk of forced labour in China, we have taken active steps to ensure that none of the cotton sourced for our products originates from the Xinjiang region of China and that none of our manufacturers or their subcontractors operate in the region. Equip prohibits the use of cotton grown, harvested, or processed in the Xinjiang region of China or Turkmenistan due to the risks associated with forced labour in the cotton industry. Equip must receive certification for all factory-sourced cotton to prove country of origin of the yarn and raw materials.

### **3.3.6 Access to remedy**

Each year, we request our suppliers share information about their internal grievance mechanisms and provide guidance on handling any internal grievances they might encounter. Through our extensive partnerships, our factories have access to two different external grievance mechanism routes and a third for our Bangladesh factories, given workers withing our Manufacturing partners a chance to report ant forced labour violations or risks of:

- Fair Wear Grievance Mechanism – All CMT manufacturing suppliers (Mandatory)

- RSC Grievance Mechanism launched by the RSC for suppliers in Bangladesh focusing on Health and Safety specific grievances (Mandatory)
- Speak for Change – amfori External Grievance Mechanism (Optional)

These mechanisms ensure that grievances are addressed fairly and promptly, fostering a more transparent and supportive environment for all stakeholders. While amfori Speak for Change is an optional channel that our suppliers can choose to opt into, we ensure that the Fair Wear Complaints Hotline is active in all our factories. Additionally, as part of our International Accord membership, all workers in Bangladesh factories have access to the RSC Grievance Mechanism.

### **3.3.7 Trim suppliers and subcontractors**

Following our risk assessment of suppliers and subcontractors, we conducted additional due diligence on 40 suppliers identified as a priority. These suppliers completed a self-assessment regarding their employment practices, provided audit reports where available, and submitted evidence of their cotton's country of origin where relevant. Suppliers operating in China were asked additional questions regarding the regions their workers came from, and their involvement in poverty alleviation labour transfers (so-called "Xinjiang Aid") that can be connected to Uighur forced labour.

### **3.3.8 UK-based service suppliers**

As part of our monitoring processes, we capture data on all service suppliers identified as part of our UK operations. In our risk assessment – we assessed cleaning, labour providers, and security providers. These suppliers have previously completed a modern slavery survey and were required to provide relevant employment and recruitment policies. Reviewing documents and any press coverage and online reviews of the companies, Equip concluded that all our high-risk suppliers are mitigating their risk. This is a project and assessment which will be revisited in 2026 as our UK operations expand and new contractors might be used.

## **4. Internal training**

All Equip employees who visit our manufacturing partners are made aware by our CSR team of potential human rights issues, including modern slavery. Employees are expected to raise any concerns to the Equip CSR team using the Site Visit Checklist to be investigated further, or if they feel confident to do so directly with factory management.

In 2025-26, our CSR team delivered training on the risks of forced labour and modern slavery to teams that visit and most engage with our manufacturing partners. Equip employees from product development, production, and merchandising all attended internal forced labour awareness training to colleagues across buying, design, development, and quality teams. The training built a shared understanding of forced labour risks, how these can arise within global supply chains, and the role internal teams play in identifying, preventing, and responding to potential risks. The sessions covered the international legal definition of forced labour, relevant legislation and regulatory developments, common risk indicators and red flags, and practical guidance on how teams can apply an approach during supplier engagement and factory visits. This included clear escalation pathways, expectations around safe reporting, and the appropriate use of internal tools such as factory visit checklists.

Training content also drew on real world case studies and recent supply chain developments to ensure learning was practical and relevant day to day decision making. By strengthening internal awareness and accountability, this training supports Equip's broader human rights due diligence approach and helps ensure that forced labour risks are identified early and addressed effectively across our supply chain.

When new employees join our business, we offer a CSR onboarding session to introduce our commitments to Social Compliance. This includes an overview of Human Rights Due Diligence, Responsible Purchasing Practices, and our membership with Fair Wear.

## 5. Measuring Performance

### 5.1 KPIs

Since Equip's 2020-21 Modern Slavery Statement, we have reported the following KPIs:

Key Performance Indicator	20-21	21-22	22-23	23-24	24-25	25-26
<p>Fair Wear Brand Performance Check score for the reporting year.</p> <p><i>This assessment scores Equip's approach to improving conditions for workers in our supply chain. Purchasing practices, supplier monitoring and transparency are all assessed. Fair Wear's assessment methodology is available <a href="#">here</a>.</i></p>	NA 1 <sup>st</sup> year member	59 Rating: Good	80 Rating: Leader	66* Rating: Leader	76* Rating: Leader	81* Rating: Leader
<p>Percentage of Equip's production volume from manufacturers where a business relationship has existed for at least five years.</p> <p><i>This indicator measures how well Equip knows our manufacturers. Long-term relationships allow us to encourage our manufacturers to introduce strong human rights safeguards.</i></p>	89%	86%	74%	76%	70%	77%
<p>Percentage of Equip's production volume from manufacturers that have been visited by one of our team members in the reporting year.</p> <p><i>This indicator measures our supply chain oversight and demonstrates our commitment to maintaining close relationships with our manufacturers.</i></p>	89%	46%	94%	94%	95%	98%
<p>Percentage of Equip's production volume from manufacturers which we provide a continuous production plan</p> <p><i>This indicator measures how we mitigate fluctuating demand, enabling suppliers to employ permanent rather than temporary or seasonal contracts.</i></p>	58%	62%	50%	59%	75%	79%

\*Note: Fair Wear updated their scoring methodology in 2023-24, increasing the standards that member companies must exceed in response to the increased calls for corporate human rights due diligence legislation.

## 5.2 Equip’s Progress and Commitments

In our 2024-2025 Statement, we outlined steps we intended to build on our human rights performance:

2024-25 Commitment	2025/26 Progress
<p><b>Enhance our risk assessment and remediation framework by incorporating clearly defined, timebound corrective actions and establishing a robust process to validate and verify identified harms within our supply chain.</b></p> <p><i>As part of this KPI, Equip continued to develop its risk assessment and monitoring framework to improve the effectiveness of its human rights due diligence and prioritisation processes. This included the development and refinement of business and sourcing model risk assessments, enabling a more granular understanding of risk drivers within our set operational procedures; including purchasing practices, supplier relationship models, and payment terms.</i></p> <p><i>Alongside this our Risk Assessments were updated to reflect gender responsive figures and heightened risks. Helping to ensure that potential impacts are more effectively captured and addressed through remediation actions.</i></p>	<p><b>Complete</b></p>
<p><b>Develop and commit to a gender-based strategy for our Tier 1 supply chain using 2024 and 2025 data to set Baseline figures for improvement monitoring.</b></p> <p><i>Throughout 2025, we strengthened our data collection on gender-related risks and opportunities across our manufacturing supply chain, including workforce demographics, wage data, and worker committee representation.</i></p> <p><i>Two of our higher-risk partner sites in Bangladesh also continued to participate in Fair Wear’s anti-harassment and violence prevention programme.</i></p> <p><i>Equip has updated its HRDD Policy and Manufacturing Supplier Manual to strengthen supplier expectations on gender equality and equal opportunity in the workplace.</i></p> <p><i>While progress has been made, we are continuing to develop a dedicated gender strategy to guide action and support the measurement of relevant KPIs.</i></p> <p><i>In 2026, Equip joined a Gender-Responsive HRDD training and working group through its Fair Wear membership, alongside other member brands as it working collectively on practical tools to integrate gender responsiveness into HRDD policies and processes.</i></p>	<p><b>Ongoing</b></p>
<p><b>Implement a targeted Corrective Action Plan (CAP) to address gaps identified through the CFRPP Principle 4 (Payment Terms) analysis, strengthening alignment with responsible purchasing practices.</b></p> <p><i>In response to the CFRPP analysis, Equip introduced measures to improve transparency and fairness in purchasing practices. Equip exited the use of intermediaries in 2025–26 and now works directly with manufacturing suppliers, removing the need to manage intermediary payment terms while continuing to monitor this risk area.</i></p> <p><i>To address cost-related gaps, Equip enhanced tracking of airfreight costs and introduced a KPI framework to monitor performance. Where delays are outside supplier control, Equip absorbs associated costs to avoid placing financial pressure on factories and workers. Supplier Manual updates have also clarified expectations around recharges and timelines, supporting more consistent and transparent practices.</i></p> <p><i>Alongside, Equip progressed a targeted costing review across SS26 and AW26 development. This included the integration of SMV (Standard Minute Value) data into costing documents to improve visibility of labour costing and support internal validation of our pricing against minimum and living wage benchmarks.</i></p> <p><i>This work supports more informed purchasing decisions and helps identify and address potential under-costing risks.</i></p>	<p><b>Complete</b></p>

### **Extra measures in 2025/26**

Additional to the intended steps above Equip took extra measures to support the mitigation of Forced labour and exploitation, this included advancing our supplier manufacturing manual to include specific risks identified for our supply chain withing CMT locations

This included:

- Expansion of a clause that All trims, fabrics, or components that are not nominated by Equip must be sourced from a partner that follows the same social and environmental standards Equip requires of all our suppliers as outlined in this document. Suppliers must be able to provide full supply chain transparency upon request
- Hiring Practices and Use of Recruitment Agencies that Suppliers must ensure that all hiring practices uphold the principles of fairness, transparency, and respect for human rights. Recruitment processes should be free from discrimination, coercion, and exploitative practices/ forced labour.

### **Focus for 2026-27**

- **Tier 2 HRDD:** Develop and implement a risk assessment and monitoring framework for Tier 2 suppliers, including data collection and integration into existing HRDD processes
- **Supplier contracts:** Roll out standardised supplier contracts to strengthen accountability, transparency, and alignment with responsible sourcing expectations
- **Third-party service provider risk:** Establish a due diligence and monitoring process for third-party providers within own operations, including risk assessment and periodic review

## **6. Statement approval**

This statement covers the financial period 1 February 2025 -31 January 2026 and has been approved by the Board of Equip Outdoor Technologies UK Ltd on 17<sup>th</sup> June 2026.

Signed by

**Richard Leedham**

CEO

Equip Outdoor Technologies UK Ltd.

17<sup>th</sup> June 2026

### **6.1 List of Equip subsidiaries**

Equip Deutschland GmbH

Equip Benelux BV

Equip Outdoor Technologies UK Ltd

Equip Outdoor Technologies Ltd

Equip USA LLC

Equip Canada Inc

Equip Norway AS

Outfitters NZ