MODERN SLAVERY STATEMENT 2023

This statement covers the activities of Outdoor and Cycle Concepts Ltd.

Introduction

This statement sets out Outdoor and Cycle Concepts Ltd (O&CC). actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the period 1 April 2020 to 31 March 2021. As part of the retail sector, O&CC recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

At O&CC we believe people are happier when they actively escape outside. We are an outdoor clothing and accessories retailer, comprising of the well-known high street brands Cotswold Outdoor, Snow+Rock and Runners Need, and we are united by our deep-rooted passion for the outdoors and our commitment to improve customer service every day. We are proud to be specialists, with each fascia having its own identity supported by one central head office. By providing the best kit and expert advice, we want to help as many people as possible to enjoy their time outside to the full.

Countries of operation and supply

The organisation currently operates in the following countries:

- United Kingdom of Great Britain and Northern Ireland
- Republic of Ireland
- Any further country which may buy our products from our websites

Our Policies

Whistleblowing Policy

The organisation encourages all its colleagues, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for colleagues to make disclosures, without fear of retaliation.

Security Policy

Health and safety and personal security of all our employees is a top priority to us. Whilst recognising the importance of good customer service, we also recognise that there will be

occasions when customer behaviour is unacceptable. O&CC recognises that violence and abuse pose a significant threat to the health and safety of our retail colleagues. Whilst highly unusual in our business, the numbers of violent attacks involving shop colleagues is on the increase. Employees are not encouraged to put themselves at risk.

Recruitment Policy

Every person working for us, our suppliers and factories does so out of their own choice - with no forced, bonded or involuntary labour, and no human trafficking or slavery. Every employee is free to leave their employer after a reasonable notice period if they want to. Whilst primarily using our in-house recruitment team, O&CC uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting colleagues from that agency. Each labour provider is chosen based on their values being aligned with our own and are audited to make sure that they are compliant with current legislation including the Modern Slavery Act, 2015.

Due diligence processes in relation to slavery and human trafficking in its business and supply chains:

We are committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat colleagues with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship . We enforce our suppliers via our general terms and conditions; we are committed to make further improvements in 2019, by self-audit and engaging with a 3rd party to complete independent audits.

• Rolling out a new supply chain compliance programme
• Independent regular audits

O&CC will only accept merchandise if fundamental rights have been taken into consideration. By this we mean:

• Management practices that respect the rights of all employees, including the right to free association and collective bargaining
• No child labour
• No forced, indentured, involuntary, illegal or bonded colleagues are used in the production of goods
• No labour which involves physical or mental abuse while producing our merchandise. Hours of work shall comply with applicable laws and local industry standards
• Wages should be paid regularly, on time and be fair in respect of work performance
• A safe and healthy environment for those who are involved in the production of our merchandise

Training about slavery and human trafficking available to its colleagues.

We actively encourage personal development and all employees have access to any course on our company eLearning platform. We have awareness training regarding slavery and human trafficking which all employees must complete. Our learning and development team continuously evaluate training requirements, to refresh and develop everyone further.

Awareness-raising programme

As well as training colleagues, the organisation has raised awareness of modern slavery issues by highlighting to colleagues through internal communications so that all colleagues and managers are aware of our commitment in tackling modern slavery. We will also publish externally where appropriate. The communication explains to colleagues:

• The basic principles of the Modern Slavery Act 2015;

• How employers can identify and prevent slavery and human trafficking;

• What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and

• What external help is available, for example through the Modern Slavery Helpline

Board approval

This statement was approved on 31 December 2022 by Outdoor and Cycle Concepts Ltd. who review and update it annually.

Director's signature:



Director's name: Matthew Smith

Date: 31 December 2022