



BY APPOINTMENT TO
HIS MAJESTY KING CHARLES III
Manufacturer & Supplier of
Horse Blankets & Numnahs
LeMieux Ltd, Hampshire

Modern Slavery Statement

Financial Year: 27th April 2025 – 2nd May 2026

Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that LeMieux Limited ("LeMieux") has taken during the financial year ending 2nd May 2026 to prevent modern slavery and human trafficking within its business operations and supply chains.

LeMieux has a zero-tolerance approach to modern slavery and is committed to acting ethically, with integrity and transparency in all business dealings.

Our Organisation

LeMieux is a UK-based equestrian and lifestyle brand, operating across multiple international markets, providing high quality products for both horse and rider.

LeMieux employ staff in:

- United Kingdom
- United States
- India

Our supply chains primarily involve:

- Manufacturing partners (Tier 1 suppliers)
- Raw material sourcing
- Logistics and distribution providers

Our Policies

LeMieux operates a range of policies to ensure ethical business conduct and to mitigate modern slavery risks, including:

- Modern Slavery Policy
- Supplier Code of Conduct/Supplier Manual
- Whistleblowing Policy
- Anti-Bribery and Corruption Policy
- Diversity, Equity, and Inclusion Policy

- Bullying and Harassment Policy

These policies are communicated to employees and relevant third parties and are regularly reviewed.

Due Diligence Processes

LeMieux undertakes ongoing due diligence to identify and mitigate risks of modern slavery within its supply chain.

Supplier Onboarding

- All Tier 1 suppliers should be members of SEDEX/BSCI or work towards membership
- Suppliers are required to complete SMETA/BSCI audits
- Risk assessments are conducted prior to onboarding

Supplier Monitoring

- Regular review of SMETA/BSCI audit reports
- Identification and remediation of non-compliance
- Follow-up on corrective action plans (CAPR)

Site Visits

- Physical factory visits are conducted where feasible
- Additional verification is undertaken in higher-risk regions
- Desktop audits for CAPR updates

Internal Controls

- Finance teams monitor payroll and transactional irregularities
- HR ensures fair recruitment and employment practices

Risk Assessment and Management

LeMieux recognises that modern slavery risks vary by geography, sector and labour type.

Key Risk Areas

- Manufacturing in higher-risk countries
- Use of migrant or temporary labour
- Complex or multi-tier supply chains

Risk Mitigation Measures

- SEDEX/SMETA/BSCI audits aligned with the ETI Base Code (<https://www.ethicaltrade.org/eti-base-code>)
- Supplier Code of Conduct enforcement
- Escalation procedures for high-risk findings

While our current focus is on Tier 1 suppliers, LeMieux acknowledges the importance of extending visibility into deeper tiers of our supply chain and are working towards improving transparency.

Effectiveness and Key Performance Indicators (KPIs)

To measure the effectiveness of our approach, our team monitor the following KPIs:

- % of Tier 1 suppliers registered on SEDEX
- % of Tier 1 suppliers with valid SMETA audits
- Number of non-compliance issues identified
- % of corrective action plans completed within agreed timelines
- Number of modern slavery concerns reported
- % of employees completing modern slavery training

These metrics are reviewed periodically by senior management to assess performance and drive continuous improvement.

Training and Awareness

LeMieux provides training to relevant employees to ensure awareness of modern slavery risks and reporting obligations.

Training includes:

- Understanding modern slavery and human trafficking

- Responsibilities under the Modern Slavery Act 2015
- Identifying signs of exploitation
- Reporting procedures

Training is delivered during onboarding and through ongoing learning programmes, for employees in higher-risk roles such as sourcing, buying, HR and compliance.

Reporting and Whistleblowing

LeMieux maintains a confidential reporting process for concerns relating to modern slavery.

Concerns can be raised via:

- Line management
- HR (hr@lemieux.com)
- Whistleblowing procedures
- UK Modern Slavery Helpline - 0800 0121 700

All reports are taken seriously and investigated promptly. LeMieux is committed to protecting individuals who raise concerns in good faith from retaliation.

Supplier Expectations

LeMieux expects all suppliers and business partners to:

- Comply with all applicable laws and regulations
- Adhere to our Supplier Code of Conduct/Supplier Manual
- Take reasonable steps to identify and mitigate modern slavery risks in their own supply chains
- Participate in SEDEX/SMETA/BSCI audit processes

Where non-compliance is identified, LeMieux will work collaboratively with suppliers to implement corrective actions. Persistent or severe breaches may result in termination of the business relationship.

Continuous Improvement

LeMieux is committed to continuously improving its approach to tackling modern slavery by:

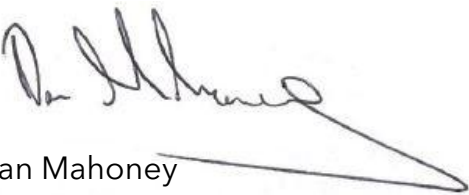
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- Enhancing supply chain transparency
- Expanding risk assessment methodologies
- Strengthening supplier engagement
- Reviewing policies and procedures annually

Approval

This statement has been approved by the Board of Directors of LeMieux Limited and signed on its behalf by:

Signed: 

Name: Dan Mahoney

Position: CEO

Date: 30th June 2026

Publication

This statement is published on the LeMieux website in accordance with Section 54 of the Modern Slavery Act 2015 and will be reviewed and updated annually.