This Modern Slavery Statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and outlines the steps Axel Arigato Ltd has taken to minimise any risk of modern slavery and human trafficking in our supply chains or any part of our business.

OUR BUSINESS
Founded in Gothenburg in 2014, Axel Arigato is a people-powered brand grounded by an inclusive vision, refined aesthetic, and focus on craft and culture. Driven by a curiosity for the world around us, we connect our approach to the rhythm of what is happening and draw inspiration from contemporary society and its ever-changing spirit.

At Axel Arigato, we have a zero-tolerance approach to modern slavery and human trafficking, and together with our partners are committed to ensuring that we are conducting business in an ethical and compliant manner across all of our operations. We are dedicated to implementing and enforcing effective systems and controls to safeguard against any form of modern slavery or human trafficking.

OUR:TOMORROW
The business wide OUR:TOMORROW strategy builds on the achievements of the past, but brings a new streamlined focus to our work in sustainability. We section our work into the three main pillars:

1) OUR:CLIMATE
2) OUR:CREATIONS
3) OUR:COMMUNITY

Through these workstreams, we aim to minimize our impact on the environment, the people, the animals and the future, while ensuring that we are always serving our diverse, creative community.

Underpinning the strategy is OUR:COMPLIANCE, where we keep up to date on the latest ESG (environmental, social, governance) developments in the territories we trade in. We then use this legislative research as a guiding tool to help us prioritize our projects and workstreams in the 3 main pillars, ensuring that we are keeping our finger on the pulse of the fast changing ESG legislative landscape. This helps us to manage our risk and protect our brand.

ORGANISTATION STRUCTURE AND SUPPLY CHAINS
Axel Arigato headquarters are located in Gothenburg, with offices in both London and Portugal. As of December 2024, we have 9 stores and 5 concessions, across 6 countries.

Our Tier 1 direct supply chain is made up of 16 direct suppliers in a total of four souring countries – Portugal, Vietnam, Italy and China – with the vast majority of our products coming from Portugal. We have a dedicated sourcing team in Portugal who visit our factories on a weekly, if not daily, basis. We actively keep our sourcing countries to a limited number, in order to keep a tight control on the risks in our supply chain.

When we do occasionally bring on a new supplier, we undertake an internal risk assessment first and then ask them all to complete a self-assessment questionnaire that covers questions concerning their factory practices, people and approach to sustainability.

POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING
Employee Handbook
AA x Code of Conduct Employees
AA x Policy on Equal Rights and Opportunities
AA x Whistleblowing Policy

DUE DILIGENCE PROCESSES & RISK ASSESSMENT AND MANAGEMENT
We are in very close contact with our supply chain partners, particularly in Portugal, regularly visiting both our Tier 1 and Tier 2 suppliers. We ask all our suppliers to fill in an annual self assessment questionnaire, which asks for evidence of their alignment to our Code of Conduct. Within this questionnaire we also ask questions pertaining to the risks of modern slavery and human trafficking, as well as a range of topics aligned to the ETI basecode. Using the results of these assessments we are able to categorise our factories into a risk matrix, and channel our efforts into engaging with any that come out at a higher risk.

We also ensure that all Tier 1 suppliers either submit an in-date social compliance audit to us, or, in the unlikely event they don't have one, we would put in motion the steps to pay for one ourselves. We aim to follow up on all Corrective Action Plans to ensure they have all been met, and in the instance that they hadn't, would support with any remediation needed.

We take steps to map our supply chain as far back as we can and track the output of these efforts on our PLM system. We also use this data to compile our Life Cycle Assessments. We conduct risk assessments on key sourcing regions and use Walk Free's Global Slavery Index to check the likelihood of risk of modern slavery in our sourcing regions.

We aim to continue to mature our approach to ethical auditing and monitoring of our supply base as we continuously improve and grow this area of our business.

KEY PERFORMANCE INDICATORS TO MEASURE EFFECTIVENESS OF STEPS BEING TAKEN
We are able to measure the effectiveness of our steps through close contact with our suppliers, annual risk assessments, and through our monitoring programme.

TRAINING ON MODERN SLAVERY AND TRAFFICKING
All employees go through training on the basics of our code of conduct as part of their induction. Teams who visit factories have also had advice on key things to look out for during site visits that may indicate any risks of modern slavey. As we move towards 2025 and onwards, we intend to further develop our training on modern slavery and trafficking by delivering a business-wide capacity building programme.

CONCLUSION
At Axel Arigato, we are committed to ensuring there are no cases of modern slavery or human trafficking in our supply chains and beyond. Through the steps outlined in this statement, plus more to come in the future, we hope to have a robust framework by which to assess, monitor, mitigate and train teams on the risks of modern slavery.

Signed,



Albin Johansson (Jan 17, 2025 08:12 GMT+1)

Albin Johannson
CEO Axel Arigato