

Bravissimo Modern Slavery Statement 2026

At Bravissimo we have a zero-tolerance approach to Modern Slavery. We are committed to preventing slavery and human trafficking throughout our UK operations and global supply chains. This Modern Slavery statement explains how we do this.

What is Modern Slavery?

Slavery is a horrendous crime where people are treated with extreme cruelty under inhumane conditions to eventually become trapped and controlled in someone else's possession and ownership with intolerable violence and threats for personal or financial gain. There are many types of Modern Slavery both in the UK and globally that impact almost every industry, unfortunately the signs are not always obvious, and victims themselves may not necessarily recognise themselves as being exploited. Perpetrators of slavery prey on the vulnerable escaping poverty, which is more prevalent now than ever facing into global conflict and high rates of immigration.

How can Modern Slavery present?

Human Trafficking People traded and exploited by others though deception or coercion for financial or personal gain	Forced Labour Any person forced to work with no or little pay, working excessive hours under threatening conditions and in unsafe environments
Bonded labour Any person forced into working excessive hours under threatening conditions to pay debt with no control to refuse or leave at their own choice	Child Labour The employment of minors, taking away their right to education, their right to a childhood and impinging on their physical and mental safety.

How do we prevent Modern Slavery in our UK operation?

We are committed to preventing modern slavery and human trafficking via robust recruitment and onboarding processes. All Managers within the business are trained on checking and validating eligibility to work in the UK documentation and we request, check and store this on or before their first day of employment at Bravissimo. We have retrained our teams since the UK's exit from the EU on the new EU Settlement Scheme and further visa implications to ensure all knowledge is up to date. All right to work documents and visa information is also checked regularly by our HR team. These processes are to safeguard against trafficking or anyone working against their will.

Where we use agency workers, we use reputable recruitment agencies who guarantee all legal requirements are in place for their staff; including the relevant Right To Work checks and payment of at least the National Minimum rates.

In addition to aligning hourly pay rates with updates to the National Living and Minimum Wage each April, we go beyond compliance by ensuring that all employees - regardless of age - receive the national living wage set for those over 21. Following a successful probation period this is then increased to a rate above the National Living Wage. We also review all our employees' pay on an annual basis. This approach reflects our strong commitment to fair pay and ethical employment standards. We have People policies and processes in place to protect everyone working in Bravissimo, the aim of these is to keep our people happy, safe, and fairly treated. These policies and processes allow for anyone in our community to raise any issues or concerns they may have in a safe and secure manner. We have a specific Whistleblowing Policy to protect people raising concerns of foul play. In addition to this, managers have one-to-one meetings with their team members giving another platform for both any concerns to be raised and wellbeing discussions to take place. There is also an online platform for employees to voice anything they want to our Senior Leaders, and they can do this anonymously if they prefer.

Bravissimo also has a specific Health and Safety policy and associated procedures to protect everyone at work, and we ask our people to be familiar with them for everyone's wellbeing. Competency and training are related to functions, jobs or processes undertaken in the workplace. The training helps our people acquire the skills, knowledge, and attitudes to make them competent in the Health and Safety aspects of their work. We want to ensure that we are working safely together to achieve this - taking mutual responsibility.

If an internal breach of the Modern Slavery Act 2015 were to be raised or alleged, this would be taken extremely seriously and be swiftly investigated. Appropriate action would be taken to rectify any breach if there was one.

How do we prevent Modern Slavery in our global supply chain?

We offer bras and swimwear from selected globally recognised 3rd party brands as well as our own Bravissimo label. We only work with reputable 3rd party brands and own brand product suppliers who must make an assurance and commitment to us that they and their factories are working to the Ethical Trading Initiative (ETI) base code <https://www.ethicaltrade.org/eti-base-code> before any orders are placed.

Compliance to the ETI base code ensures that all suppliers are:

- Operating with freedom of association and the right to collective bargaining
- Treating all their workers fairly and with equality
- Giving fair, legal wages to all workers in the form of money (not credit)
- Giving workers fair working hours that are in line with local laws
- Not forcing labour or allowing any inhumane treatment
- Ensuring the workers general safety and wellbeing at work

Bravissimo Own Label Products

Bravissimo is committed to producing high-quality products at fair and ethical prices. Where we directly manufacture our own label product, we only work with reputable, skilled suppliers and factories, maintaining strong relationships with them that are often many years standing.

All factories that we work with undergo regular independent audits which review their health and safety standards, labour relations and employee contracts in line with the ETI base code. The audit can be either SEDEX Smeta 2 or 4 pillar, Amfori BSCI or WRAP. From 2025 we have required these audits to be carried out on an annual basis.

Our teams also visit the factories throughout the year and are trained to recognise expected operating standards. Any concerns must be reported immediately so corrective action can be taken.

An overview of our Bravissimo own-label garment supply base as of 2026 production:

Country of Manufacture	Number of Factories	Product Type
China	3	Lingerie & Swimwear
Thailand	3	Lingerie, Swimwear & Nightwear

Sri Lanka	1	Lingerie
Tunisia	1	Swimwear

We nominate most of our fabric and trim suppliers which helps us with transparency throughout our wider supply chain, and where we let our garment suppliers' source on our behalf, we require that they use accredited mills working to industry standards for social compliance. Where it's impossible to trace from field we invest as much interest as possible to have as much transparency as we can of our full supply chain.

For our branded supply base (products we stock, which we do not directly manufacture):

We only agree to work with brands who work in line with our policies and the ETI Base Code. Therefore, before we place any orders, as part of the supplier set-up process, we send them information on our social and ethical requirements which include all the details of the ETI. We then ask them to sign to confirm they agree and are already working in line with this.

Our branded suppliers are also obliged to complete their own risk assessment yearly and to put in place controls based on the results of their risk assessment.

If there are any changes to our social and ethical requirements, we would re-issue the updated information to all suppliers to commit to in order to continue working with us.

Our April 2026 position

We haven't been made aware of any allegations of modern slavery within Bravissimo or our wider supply chain. We maintain our commitment to delivering products that have been produced in safe and clean working conditions, through fair and honest relationships, and without exploiting the people who make them. We have increased the frequency that our garment suppliers need to submit ethical audits to an annual cycle, and we have paid regular visits to our key suppliers and factories. We initiated a significant reshaping and streamlining of our Tier 1 supply chain in 2025, which is on track to be completed by the end of 2026. This is aligning Bravissimo supply chain more closely with that of our parent group Wacoal EMEA and we will benefit from improved transparency and control through our Tier 1 and Tier 2 supply chains.

Next Steps for 2026

Bravissimo is committed to continuing to address and minimise the risk of modern slavery and human trafficking within our business and supply chain. We will do this through regular audits, on site visits and manufacturing quality checks. We will also be continuing our supply chain reshape and focusing on improving transparency of social compliance within our Tier 2 supply chain.

We will continue to strategically plan our own-label production allocation to each factories' production capacity, to ensure working hours are not exceeding local law and within a safe working environment; maintaining a realistic flow of orders that are manageable is a measure of maintaining their commitment to ETI base code of conduct.

We will continue to measure our supplier's performance through updating our database to increase our level of transparency of our full audit trail with risk levels outlined for each factory for better visibility.

Our financial year end is 31st March 2026; therefore, this Modern Slavery statement is published in line with requirements in April 2026.

This statement is endorsed by Clare Turner, Product Director, on 1st April 2026