

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2021

Charles Tyrwhitt Limited is committed to acting responsibly in all our business practices through making sound decisions which take social, economic and environmental factors into account. We want to be part of a socially and environmentally responsible supply chain, sourcing and delivering worldwide and choosing business partners who share our company values and targets.

At Charles Tyrwhitt our values underpin everything we do. People matter, the well being of our employees is crucially important to us and we continue to build long term business partnerships and long lasting relationships with our supply chain based on fundamental principles of our Ethical Trading Policy.

The Charles Tyrwhitt Ethical Trading Policy outlines the commitments we make and the processes we require from all our product suppliers to demonstrate compliance and good practices through the supply chain. Our suppliers are required to submit an annual independent audit to confirm manufacturing standards, compliance and good working practises are aligned to our Ethical Trading Policy. Our Technical and Buying teams visit the factories when able and request updates on worker engagement programmes, sustainability and reviews of any corrective action plans in place. Informed by the best available information, we choose to work with suppliers who demonstrate ethical practices above what would be considered the minimum.

The Charles Tyrwhitt Ethical Trading Policy is based on the UK Ethical Trading Initiative (ETI) base code and our policies are based on International Labour Organisation (ILO) standards. This includes the key principles:-

- Freedom of Employment
- The right to collective bargaining and freedom of association are respected
- Safe and hygienic working conditions
- Child labour is not acceptable
- All workers shall be paid a living wage
- Working hours are not excessive
- Discrimination shall not be practised
- Regular Employment is provided
- No harsh or inhumane treatment is allowed

Charles Tyrwhitt has a zero tolerance approach to modern slavery and human trafficking, which is reflected in our policies and controls on Ethical Trading throughout our product supply chain. With over 30 product suppliers based in 16 countries, some of whom we have been working with for more than 15 years, we have established strong business partnerships. We will continue to nurture these relationships and remain true to our values.

During 2020 we introduced a Factory self-assessment programme to ensure that workers wellbeing, health and safety was the top priority as we worked in collaboration with all our suppliers to navigate through the impact of the Global Pandemic.

What has been implemented?

Our technology team have instigated factory self-assessments across all our supplier partners to ensure workers wellbeing and health and safety is the top priority.

How and when?

In 2021 we continued to build on the factory self-assessment and audit process to allow us to review and ensure no signs of forced or coerced labour within our supply chain and rates of pay, overtime and break times were in line with standards.

What are the next steps for 2022?

Alongside annual independent supplier audits and factory self-assessments and in line with our CSR strategy we have subscribed to The Higg Index, a suite of tools that will better allow us to assess the social and environmental performance of our supply chain to further ensure we are doing everything we can do to make workers wellbeing and health and safety the number one priority within our supply chain



Luke Kingsnorth, CEO, Charles Tyrwhitt Limited
January 2022