MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2022

In the financial year ending 2022, Charles Tyrwhitt Limited remained 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 wellbeing 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 25 product suppliers based in 10 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.

What has been implemented and when?
Alongside annual independent supplier audits and factory self-assessments, in 2022 we signed up for a 6 month trial with the Higg Index, a suite of tools that would better allow us to assess the social and environmental performance of our supply chain. Our view is to roll out full membership in support of our longer-term vision supporting better transparency and traceability within the supply chain.

What are the next steps for 2023?
We have committed to full membership of the Sustainable Apparel Coalition (SAC) to maintain access to the Higg Index suite of tools such as FEM - providing all facilities with a clear picture of their environmental impact and FLSM - promoting safe and fair social and labour conditions. These actions support our longer-term vision of full transparency and traceability within the supply chain.



Luke Kingsnorth, CEO, Charles Tyrwhitt Limited
January 2022