

# Mulberry

## Mulberry Group Plc's disclosure requirements under the UK Modern Slavery Act 2015 and California Transparency in Supply Chains Act 2010 for the financial year April 2023 to March 2024

### UK MODERN SLAVERY ACT 2015 ("UK ACT")

Under the UK Act, companies providing goods and services with a turnover of £36m or more are obliged to publish an annual Slavery and Human Trafficking Statement setting out the steps they have taken to ensure slavery and human trafficking is not taking place in their supply chain or their own business.

### CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT 2010 (SB-657) ("CALIFORNIA ACT")

Under the California Act, companies of a certain size doing business in the State of California are obliged to disclose their efforts to eradicate slavery and human trafficking from their direct product supply chains for the goods that they offer for sale.

### MULBERRY STATEMENT FOR THE 2023-24 REPORTING YEAR

This is our ninth statement under the UK Act and California Act, updated to reflect progress made during the financial reporting year 2023-24, and identifying the areas on which we will focus in the coming year.

### ABOUT MULBERRY

Founded in 1971 so now over 50 years old, Mulberry is an iconic British design company and lifestyle brand, renowned world-wide for its craftsmanship and quality. The Company designs, develops, manufactures, sources, and sells a range of women's and men's leather bags and accessories; luggage; soft accessories and jewellery; women's ready-to-wear; women's footwear; eyewear; and lifestyle products. Leather goods product design and development are carried out at the Company's London design offices and Somerset factories. Leather bag manufacturing is primarily carried out at the Company's two UK factories located in Somerset, with the remaining products sourced from carefully selected suppliers in Italy and Turkey with some production in China and Vietnam. Eyewear is manufactured and supplied under licence by De Rigo Vision, Italy. Our intention is to build long relationships with our key suppliers, built on trust and mutual understanding. Our products are sold globally through our own store network, our concessions, online at [www.mulberry.com](http://www.mulberry.com) and through selected online concessions, via a small number of franchise stores and through appropriate third-party retailers.

Our business is divided into two main streams: Design and Manufacture, and Retail. Our supply chain is closely controlled through the use of our own manufacturing facilities in the UK and our own warehouse and distribution facilities. Our sourcing and quality teams work closely with our leather and component suppliers and our third-party finished goods suppliers inside and outside of the UK.

### MULBERRY'S DISCLOSURE

Mulberry's product and major supplier relationships are governed by Mulberry's Global Sourcing Principles ("our Global Sourcing Principles") which includes the absolute prohibition of forced or bonded labour. In addition, Mulberry's relationships with its own employees are governed primarily by UK law or to a smaller extent, USA, South Korean, Australian or the laws of various EU countries and benchmarked against our Global Sourcing Principles. Mulberry's joint ventures in North Asia and Japan comply with the relevant laws (including employment laws) of their own jurisdictions, have adopted our Global Sourcing Principles and comply with the Modern Slavery Act. In this disclosure we explain in more detail how we apply our Global Sourcing Principles in practice through good governance practices.

# Mulberry

The following is our disclosure under section 54 of the UK Act for the financial year 2023–2024 and the California Act:

## I. Structure and Supply Chains

### 1.1 VERIFICATION OF PRODUCT SUPPLY CHAINS

As explained in our previous statements, our Global Sourcing Principles set out the rights of all workers in our supply chain, whether in a direct or indirect employment relationship. Mulberry updated its Global Sourcing Principles at the end of 2023, to capture updates to the International Labour Organisation (ILO) fundamental conventions, which includes the prohibition of all forms of forced labour. We also updated our Supplier Questionnaire to more broadly collect data relating to Environmental, Social, and Governance (ESG) compliance and capacity building.

As with Mulberry's own factories, we require all our product and major suppliers to sign up to our Global Sourcing Principles and Anti-Bribery and Corruption policy during our new supplier onboarding procedure through which we determine the supplier's ability to meet our standards. We expect our suppliers to apply these principles within their own supply chains and this is clearly stated in our Chairman's statement at the beginning of our Global Sourcing Principles. We reinforce these expectations during supplier meetings, site visits and annual due diligence questionnaires. In addition, Mulberry employees are present in our key suppliers' factories every week and are trained to report any suspicious or unusual activity at those sites. We ensure we know the exact sites where Mulberry products are manufactured, and subcontracting is forbidden without express permission; subcontractors are assessed before being approved by Mulberry.

### 1.2 PRODUCTS MADE UNDER LICENCE

Since 2018, we have licensed the manufacture of our Eyewear collection to De Rigo Vision SpA. As well as complying with Mulberry's Global Sourcing Principles and Modern Slavery Act, De Rigo also has its own Code of Ethics which covers ethical matters pertaining to employees and suppliers which is generally aligned with our requirements. There is regular dialogue with our licensee to discuss Mulberry's requirements and share good working practices. No issues have arisen to date.

### 1.3 SUPPLIER AUDITS

Mulberry conducts regular audits of our finished goods suppliers using third party independent auditors. The audits are carried out against the Ethical Trade Initiative (ETI) Basecode and our Global Sourcing Principles. This is the sixth year in which the audit process has been tailored to better fit our business and products. Following a temporary pause due to travel restrictions imposed by COVID, we have fully recommenced our usual on-site audit cycle.

Generally, audits are semi-announced, meaning the supplier is informed of a 2-week window in which the audit will take place. Where non-compliances are found against the ETI Basecode or our Global Sourcing Principles, a corrective action is agreed between the auditor and the supplier. Satisfactory completion of these corrective actions is assessed by Mulberry's trained internal auditors and/or the Sustainability department and verified by a third-party independent auditor where necessary. We also carry out social audits of certain raw material suppliers according to the needs raised by our risk assessments. Performance in social audits is used as part of our ongoing supplier appraisal process. A report is made to the Management Board annually on supplier performance in our social compliance and improvement programme and the Audit Committee of the Board is provided with an overview. On occasions, we may consult with other companies using the same supplier to benchmark the findings of our audits, particularly in relation to working conditions or labour related matters. We continue to develop a Product Lifecycle Management (PLM) system with Corporate Social Responsibility capabilities and have broadened our supplier annual questionnaires, which has resulted in a significant increase in responses this year. Additionally, we have created an internal audit dashboard which allows the Sustainability and Sourcing teams to undertake desk-based reviews of social issues in the supply chain. However, no notable issues requiring action were identified during the reporting year.

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Mulberry is a founding member of the Sustainable Leather Foundation (SLF). SLF provides a partnership platform for all stakeholders involved in the leather industry, as well as an audit and certification standard for organisations involved in the manufacture of leather, to measure their Environmental, Social and Governance performance against a set of recognised standards and limits. This industry standard includes a Social Audit Module, gathering data on wages & benefits, compulsory labour, worker age, working hours, staff development and representation ethical business practices and non-discrimination practices. Mulberry has a representative on SLF's Advisory Board, ensuring the ongoing evolution of the Social Audit Module meets the needs of brands and consumers.

Mulberry's own UK factories were audited by SLF in February 2023, and demonstrated best practice in the social audit module, which seeks to protect against exploitation and preserve human rights in the supply chain.

## 1.4 CERTIFICATION OF MATERIALS

For almost all our products, the materials are selected and sourced by Mulberry, and so Mulberry has a direct line of communication to both our finished goods and our raw material suppliers, all of which sign up to our Global Sourcing Principles as a condition of doing business with Mulberry. This greatly increases the visibility we have over the sources of our materials and enables us to find out more about the potential risks to workers in our raw material supply chains.

### 1.4.1 LEATHER

We collect traceability information for all leather articles, as a minimum back to country of origin of the animal. We conduct risk assessments per origin country of the hides, and we do not knowingly source any leather from regions where use of slavery is documented. Mulberry is a member the Leather Working Group (LWG) whose principal objective is for all LWG certified tanneries to produce 100% deforestation and conversion-free leather by 2030. As part of this work, the LWG produces country profiles containing research on the farming, transport, traceability, and slaughter of animals within each country, alongside legislation and regulation, governance and Non-Governmental Organisation activity. These profiles are used to influence our sourcing decisions and how to manage our risk. As described in section 1.3, Mulberry is a founding member of the SLF. Alongside the Environmental, Social and Governance Audit Modules, SLF has developed Collaboration Hubs to address specific sustainability issues throughout the leather supply chain, including Social Responsibility and Traceability & Transparency.

### 1.4.2 PAPER AND CARD

We have a policy to source Forest Stewardship Council® certified paper and card for our organiser inserts. We also seek to source FSC® paper for our operations. Forests that are FSC® certified have to meet a minimum standard on social systems including no forced or bonded labour. Since 2020, we have been sourcing paper to be made into Mulberry packaging from a paper mill which specialises in paper derived from recycled coffee cups. Since we started using CupCycled paper, our partners at the James Cropper papermill have repurposed over 4.05 million coffee cups for Mulberry Green paper, that would otherwise have been sent to landfill. This paper is converted into Mulberry packaging including carrier bags and some boxes.

### 1.4.3 COTTON

We became Brand Members of Better Cotton™ (BC) in 2019 and set a sourcing target of 100% sustainable cotton by 2025. Since joining, we have changed our product care bags from conventional cotton to cotton sourced through BC and continue to evaluate the sustainability credentials of all cotton used within our products. By being a BC member and sourcing Better Cotton™, Mulberry contributes to funding BC's essential environmental and social work in cotton regions around the world. The "Better Cotton™ Criteria: Principle 6 Decent Work" prohibits all forms of forced or compulsory labour, including bonded or trafficked labour. It also states that cotton producers enrolled in the scheme must not practise discrimination (distinction, exclusion, or preference) that denies or impairs equality of opportunity, conditions or treatment based on individual characteristics, group membership or association.

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## 1.4.4 FINISHED PRODUCT

We include Radio Frequency Identification (RFID) technology into our leather finished goods. RFID chips are secured within Mulberry products and capture date, location and product data of the manufacture, logistics and shipping journey of the product until it arrives at Mulberry's distribution centres. Although the implementation of this technology is primarily to address quality issues and improve stock management, we also recognise the benefits in being able to trace individual items back to their manufacturing origin, and specifically to the production team who crafted them.

## 2. Policies on Modern Slavery

### 2.1 EMPLOYEES

All our employees have a contract or letter of engagement which sets out their working conditions and hours of work expected, as well as their salary. For UK, European, South Korean and North Asian employees there is a detailed Employee Handbook containing policies, procedures, rights and benefits (updated July 2016). Policies, procedures, rights and benefits are also documented on the Company's intranet, accessible by all employees. All HR processes and policies comply with the employment laws of the applicable country. All new UK and European employees are informed of the scope of the Modern Slavery Act in their induction programme. All employees have access to a library of external training content, which includes topics related to modern slavery, supply chains and general sustainability topics. Employees are encouraged to use these resources to build their own knowledge and understanding of sustainability matters.

In the UK, Mulberry is a Living Wage employer, accredited by the Living Wage Foundation since 2020. This real Living Wage, which is higher than the minimum wage, is a voluntary hourly rate, which is independently calculated annually by the Resolution Foundation and overseen by the Living Wage Commission, based on the best available evidence about living standards in London and the UK.

### 2.2 SUPPLIERS

All product and major suppliers sign our Global Sourcing Principles as well as our Anti-Bribery and Corruption Policy, which include provisions relating to Modern Slavery. We verify our supply chain working conditions via a mixture of visits, self-assessment, and third-party audits, as described in section 1.3 of this disclosure.

### 2.3 CONTRACTORS

Our contracted work includes our site cleaners, security services and on-site caterers, some delivery services, shop-fitting and a small number of temporary workers to cover specific projects or seasonal demands. In conjunction with regulations relating to IR35, the HR team undertook a comprehensive review to identify contractors and review contracts and have implemented a process to check all new contractors, record their details and ensure compliance with relevant regulations. Cleaners, caterers, and security guards employed through contract companies are issued with a checklist to complete and sign. This confirms their details for security purposes but also asks for confirmation on certain matters, including that they have received a contract, are being paid at least the minimum wage, and have received appropriate training, information, and any necessary PPE. A "welcome letter" is also issued which provides such people who work on our sites with contact details of a specified Mulberry person with whom they can raise any significant issues akin to whistleblowing. It is hoped that this will provide such people with an alternative route in the event there are any Modern Slavery related issues or other areas of concern. Since its implementation in 2018, no issues have been reported.

The Pre-Qualification Questionnaire ("PQQ"), which includes a requirement to agree to our Global Sourcing Principles and Anti Bribery and Corruption policy, including Modern Slavery, is part of the normal process for shop-fit, maintenance and facilities contracts through the Real Estate department and Facilities department, and appropriate and regular performance checks are undertaken. Targeted internal training continues to be delivered to other internal departments as we roll out the PQQ to other contractors identified as a potential risk area.

In other cases where a PQQ is not appropriate contracts include requirements around Modern Slavery, Bribery and Global Sourcing Principles.

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## 2.4 LICENSEES

We have a licensee arrangement with De Rigo Vision SpA for eyewear. We work closely with this company to ensure compliance with our Global Sourcing Principles, as described earlier in this disclosure in section 1.2.

## 2.5 REPORTING NON-COMPLIANCES AND WHISTLEBLOWING

We encourage employees and workers in our supply chain to follow normal procedures to raise issues and concerns of an ethical nature and recognise the importance of providing an impartial and protected route for reporting serious non-compliance with our standards. We have a Whistleblowing procedure in place which is set out in our Employee Handbook and available on the Company's intranet as well as in our Anti-Corruption and Bribery policy which provides a direct contact at Mulberry HQ for urgent issues or in case all other avenues to report issues are exhausted. As part of our supplier audit process, our auditors offer interviewed workers the opportunity to follow up by telephone or email on a confidential basis. If we learn of any allegations of slavery or trafficking through our whistleblowing system, our supplier audits, or any other means, we will act promptly and effectively in the best interests of the workers affected, which could mean the termination of the business relationship with the supplier or contractor concerned. We have developed common sense response approaches internally for what to do in case we find instances of child labour or forced labour in our supply chain. Details of both the Whistleblowing and Anti-Corruption and Bribery procedure are covered in our Induction programme and are included in the pack for new employees.

## 3. Due Diligence Processes

Our supplier due diligence consists of an onboarding procedure, annual questionnaires, ad-hoc site visits and third-party audits as explained in section 1.3. The onboarding procedure informs the supplier of our Global Sourcing Principles, Anti-Corruption and Bribery Policy and other relevant policies, such as chemical management. The PQQ requires certain suppliers to provide us with company information including financial reports, references, details of any outstanding health and safety enforcement, insurances, and confirmation of adherence to our Global Sourcing Principles and Anti-Corruption and Bribery Policy.

## 4. Risk Assessment

By carrying out the due diligence activities detailed in section 3, we can identify and assess various risks within our supply chain and third parties with whom we engage and determine any appropriate actions. We have the added resource of our own people in our key supplier's factories who are trained to report any suspicious or unusual activities. We also look at other indices, risk assessments from audits, and carry out regular reviews. Third-party auditors can provide extra services to Mulberry if we have a specific area of concern which requires more resources to investigate and/or resolve. To date, we have not encountered any Modern Slavery or Child Labour issues.

## 5. Measuring Effectiveness

By auditing our supply chain, we can apply a rating to our suppliers against our Global Sourcing Principles. Not only does the rating consider product quality and delivery, but it also enables our Sustainability department to measure their social audit report score, corrective action plans and social and environmental certificates to calculate a score. Improvement targets are set, and a timescale is agreed with the supplier. In partnership with our third-party auditing company, we devised a dashboard which allows for clear comparison and progress updates. The dashboard is used by the Sustainability and Sourcing teams.

## 6. Training Staff

In the UK, we host quarterly in-person Induction Days during which new starters with Mulberry are briefed on company practices and policies, including our Global Sourcing Principles, Anti-Bribery and Corruption Policy and Whistleblowing Policy. On a new starter's first day, they are given full access to Mulberry's library of policies and procedures, through the Company intranet.

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The Sustainability team hosted focused training sessions on our Global Sourcing Principles with the Sourcing, Pre-Production and Design teams. This training covered governance topics, such as how and why we engage our suppliers with our Global Sourcing Principles, why we have a responsibility to protect the people within our supply chain, our environmental principles, sourcing animal fibres and auditing. Feedback from delegates showed that they had a greater understanding of our Global Sourcing Principles on completion of the training.

In the reporting year, the Company appointed its first Head of Responsible Sourcing, whose remit extends further than ensuring a stable supply chain, to ensuring it also meets the sustainability ambitions set out within our Made to Last Manifesto in 2021, including our ambitious Net Zero 2035 target.

Our Sourcing Country Managers are trained lead auditors in SA8000 (a social system standard). Sourcing employees who regularly visit suppliers receive training on our Global Sourcing Principles and all other managers in contact with our suppliers receive regular updates on issues relating to the implementation of our Principles.

In conjunction with the HR department, a comprehensive identification and assessment of contractors has been carried out enabling more accurate consideration and targeting of needs. Workshops relating to contractor matters have, to date, been focussed on the Real Estate and Facilities departments as the primary departments engaging contractors, but new workshops will be devised for other internal department teams which may be engaging contractors.

We have a programme of training and workshops around Diversity, Equity & Inclusion (DE&I) which cover all employees, often hosted by external DE&I specialists, and seek to recognise and celebrate festivals, events and days of importance. Our training aims to raise awareness of DE&I issues which can arise within the business and throughout the supply chain as well as to increase general and specific awareness. Recruitment processes have been updated in a drive to improve inclusion and minimise unconscious bias.

Building on the work carried out during the COVID-19 pandemic, we have reinforced the importance of employee and worker safety, both in terms of physical health and mental health. A variety of arrangements and policies which were introduced during COVID-19 have continued, including mental health first aiders working alongside traditional first aiders and a greater focus on health and hygiene. As our employees return to business premises, we have reintroduced free fruit offering to encourage healthy eating and have retained the temperature checks on entry to our non-retail premises.

A hybrid working model continues to apply in appropriate circumstances.

## 7. Continuing Initiatives

Our induction programme for new employees continues to raise awareness of Modern Slavery internally, and we will carry on this work with our employees and supply chain to continue to build awareness using up to date and relevant examples and scenarios. Our “Made to Last” sustainability strategy remains a key strategy for us and we will seek to build on this through environmental, social and governance programmes. We continue to raise the profile of Ethical Trading as part of our focus on people, ensuring we have an Ethical Supply Chain which adheres to the UK Modern Slavery Act 2015 and the California Transparency in Supply Chains Act 2010, as well as valuing our employees and community. Sustainability continues as a standing item on the Board agenda, encompassing sustainability in its widest sense of products, business, environment, people and culture. Modern Slavery disclosure and Gender Pay Reporting all feed into the wider Sustainability focus.

### ENVIRONMENTAL

In an effort to reduce our own Scope 2 emissions from our UK factories, Mulberry invested in installing a new solar panel system on the roof of The Willows, our second factory in Bridgwater, Somerset. The 360kW system enhanced the existing 10-year-old solar panels and will enable us to generate around 60% of the total energy requirement for the factory every year. Since its commission in June 2023, over 165mWh of green energy has been generated, saving more than 30 tonnes of CO<sub>2</sub>e. The Willows, The Rookery and our London HQ on Kensington Church Street have electric vehicle charging points which are available to staff and visitors to use.

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Recognising the value of its people and the Group's commitment to climate change, partnering with Ecologi Action Ltd, Mulberry has enabled a new tree to be planted for every new employee, resulting in over 1000 new trees being funded. Reforestation projects provide co-benefits for local people which can promote employment, gender equality, new income streams, more diverse food sources to support a healthier diet, and improved community facilities.

World Land Trust (WLT) is an international conservation charity that protects the world's most biologically significant and threatened habitats acre by acre. Through a network of partner organisations around the world, WLT funds the creation of reserves and provides permanent protection for habitats and wildlife. Partnerships are developed with established and highly respected local organisations who engage support and commitment among the local community. We continue to offset our residual UK Scope 1 and 2 emissions through WLT's Carbon Balanced programme, supporting the REDD+ Project for Caribbean Guatemala: The Conservation Coast. The project aims to protect approximately 316,000 acres of tropical rainforest and other habitats to prevent the area from being cleared to make way for cropland and pasture. The project supports hundreds of landowners to register and obtain land titles to protect threatened coastal forest. The project also benefits local communities by working with families to support livelihoods in ecotourism and sustainable agriculture, and by improving access healthcare and education for women and girls.

## SOCIAL

Charitable and Good Cause support: We continue to support the Somerset Community Foundation through our Mulberry Somerset Community Fund. Since the Fund was launched in 2022, over £30,000 has been awarded to local charities, community groups and good causes that make a difference to local people across Somerset.

Each year the Company's employees undertake a challenge to raise money for charity; in 2022 the expedition was to climb the Three Peaks to raise money for the Somerset Community Foundation. In 2023 the Hadrian's Wall expedition raised over £20,000 for Brake Road Safety Charity in memory of a departed employee, and a memorial bench has been installed at The Rookery to give teams a place for reflection.

After the announcement of the war in Ukraine, Mulberry donated £50,000 to the Red Cross Ukraine Appeal, as well as match-funding various employee led fundraising activities. We also joined the UK Ukraine Business Consortium Network, in partnership with Refuaid. The scheme aims to provide support for refugees, both from the conflicts in Ukraine and other international crises. Through the Consortium, we have sponsored refugees through Refuaid's education and employment programme, with the ultimate aim of supporting individuals to rebuild their lives in the UK and find meaningful employment, commensurate with their skills and experience.

The Group's Community Hours policy provides 2 days paid leave per year for volunteering, and continues to encourage employees to volunteer for charities and community groups. During the year, a total of 1,190 hours of employee's time was volunteered, including 490 hours for The Felix Project, Mulberry's London-based charity partner. Employees volunteering with The Felix Project have spent time in the kitchen at the Poplar depot preparing and packing meals, helping with deliveries of nutritious meals and surplus food as a co-driver and sorting rescued surplus food and preparing deliveries for community organisations as warehouse assistants. Other Community Hours have been spent supporting a variety of charities across the UK, including:

- Laying dead hedges with the Quantock Landscape Partnership Scheme, which provide hiding places and nesting habitats for animals, birds and insects.
- Restoring the porcupine enclosure at the North Somerset Birds of Prey Centre, who aim to conserve birds of prey and small animals through public education and captive breeding.
- Street collections for Marie Curie, the UK's largest end of life charity, during their Great Daffodil Appeal 2024.

## DIVERSITY, EQUITY & INCLUSION

Our internal DE&I Committee was established in 2021, and this year launched Employee Resource Groups (ERG), which are internal communities of Mulberry employees with shared identities and interests, brought together to drive activities and progression across DE&I topics and formally supported by the business. The ERGs which have been defined internally are Mental Health & Wellbeing, Pride, Accessibility, Disability & Neurodiversity, Ethnicity & Culture and Women at Mulberry. The ERGs communicate to the business on various awareness moments in the DE&I calendar, such as Black History Month and International Womens Day.

# Mulberry

Mulberry has partnered with The Outsiders Perspective, a not-for-profit incubation platform for People of Colour, aimed at increasing representation in Operational, Commercial and Marketing roles in the Fashion and Luxury industries. The Incubation Programme provides accelerated insights into the industry and its business verticals and offers the opportunity for networking and prospective employment with our growing list of brand partners.

In October 2022, we began supporting Mentoring Matters, a global mentorship scheme that aims to redress the balance of equality and opportunity within the creative industries. Created for candidates from Black, Asian, and Minority Ethnic backgrounds, Mentoring Matters provides insight, advice and direction alongside network creation and peer connection to help demystify and aid candidates in their professional path. Mentoring Matters is a key partnership for Mulberry, since it's industry changing work helps to demystify the creative industries for underrepresented candidates and provide support, direction and network creation for those who would otherwise not have access. The collaboration aims to build confidence, provide practical transferable skills, and create community networks that will grow as mentees move forwards towards their goals. Throughout the year Mulberry has supported Mentoring Matters in a number of different ways; suppling mentors for their network of talented young people, hosting talks and events, and sharing our opportunities. Founded in 2020 by Laura Edwards, Mentoring Matters is a growing community that currently has 170 Alumni across 17 countries. Along with mentoring, they provide workshops, benefits, access to industry events, advice and support.

## GOVERNANCE

External Initiatives: In September 2023, Mulberry amended its Articles of Association to clearly set out the sustainability objectives of the business:

- By creating a material positive impact on society and the environment through our business and operations.
- By considering 'stakeholder interests' – including our shareholders, employees, suppliers, society and the environment.

As part of this change to the Articles of Association, we utilised a recognised business sustainability framework to measure our standards of social and environmental performance, transparency and accountability. We made a number of changes to our policies and practices to ensure we align with this framework, and continue to benchmark ourselves against industry best practices, whilst encouraging all teams to think more widely about how their business decisions impact all stakeholders.

With regards to our supply chain, we believe that transparency from farm to finished product is foundational to creating a regenerative business model. Acting on that belief, we published a list of our tier 1 and tier 2 suppliers across the following product categories: Leather Goods, Soft Accessories and Sunglasses. The list contains >95% of suppliers for our AW22/SS23 seasons and will be updated annually. Data contained in this list is collected through annual supplier questionnaires and third-party supply chain audits. Where there are blank cells, suppliers did not disclose this information. By making this information publicly available, we are influencing a more transparent fashion industry, which in turn, positively impacts the workers within fashion supply chains.

Internal Initiatives: The Sustainability department launched an internal network of Made to Last Ambassadors, who are representatives and promoters of our Made to Last strategy and sustainability ambitions at Mulberry. They also aid in closing communication gaps between business areas and act as a feedback mechanism for the Sustainability Team. In January 2024, the Made to Last Ambassadors convened at an in-person event in our London HQ for a focussed day of collaboration and learning. The day was opened by our Supply Chain Director, and we invited inspiring guest speakers from various partnerships, including Sustainable Leather Foundation, Ecologi and The Felix Project.

## 8. Looking Ahead

### ENVIRONMENTAL

Science-Based Targets: In February 2023, Mulberry submitted its near-term science-based targets (SBTs) for carbon reduction to the Science Based Targets Initiative (SBTi). SBTs show organisations how much and how quickly they need to reduce their greenhouse gas (GHG) emissions to prevent the worst effects of climate change. Since October 2023 we have been working with the SBTi and a carbon consultancy to finalise our targets, and we expect to have our targets approved and validated in 2024.



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Carbon Data Management: Following a gap analysis of our internal carbon data, we have identified the need to onboard a technical solution to assist us in the real-time management of our carbon data. This will ensure we can effectively track our emissions against our SBTs, as well as identify carbon intensive areas of our business to focus our reduction efforts.

## SOCIAL

Charitable and Good Cause Support: In 2024, the Team Mulberry challenge will see a group of 20 employees repeat the 2023 Hadrian's Wall expedition with additional mileage to achieve the full Coast to Coast distance. The team are fundraising for We Hear You, who provide counselling and emotional support for patients, families, friends and carers who have been affected or bereaved by cancer or any other life-threatening condition, across Somerset, Bath and North East Somerset, Swindon and Wiltshire.

We have set an ambitious target for our employees to volunteer 2,000 hours throughout this calendar year for charities and good causes in their area. All employees are entitled to 2 days of volunteering time per year. We continue to foster relationships with charity partners, such as The Felix Project, to bring volunteering opportunities to our employees.

## GOVERNANCE

We continue to look at issues which are important to both our business and wider society and introduce new initiatives to benefit our employees and workers (direct and indirect), customers, community and wider stakeholders.

Following reviews over the last 4 years, we now have a definitive view on the nature of our contracted workforce and this process will continue in order to capture details of and assess new contractors and non-employee workers as they are engaged. We have made progress on reviewing and enhancing our due diligence procedures in the areas we identified in our statement last year, particularly how we ensure licensed production and contracted work meets our standards. The roll out of the PQQ for use by other teams has improved the information obtained on suppliers and contractors, reinforced our requirements pertaining to our Global Sourcing Principles and helped us assess risk chain tiers. The checklist and welcome letter allow us to have a direct link with contractors' staff in the higher risk areas and is reissued when contracts are renewed to ensure any new people are included.

The importance of ethical trading and the people involved in the supply chain, be they employees, workers or third parties, remains key to the Company and we seek to continue to build awareness and understanding of Modern Slavery and other people related risks. We will continue to assess our business and supply chains to identify potential risks so as to be able to target those areas with additional policies, procedures, and further training. We remain committed to safeguarding against mistreatment of persons within our own business and wider supply chains.

Approved by the Board on 8 May 2024 as applicable to Mulberry Group plc and its subsidiaries, including its UK trading subsidiaries, Mulberry Company (Design) Ltd and Mulberry Company (Sales) Ltd.

Chris Roberts  
CHAIRMAN, MULBERRY GROUP PLC