

# **MODERN SLAVERY POLICY STATEMENT**

## **INTRODUCTION**

This statement has been published in accordance with the UK Modern Slavery Act 2015 and sets out the steps that END. (Trading name of Ashworth & Parker Ltd.) has taken and continues to take to ensure that modern slavery and human trafficking is not taking place within our business or supply chains. This statement relates to the financial year ending 31 March 2024.

END. has a zero tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships. We are also committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations.

We expect the same high standards from all of our contractors, suppliers and other business partners ensuring they too are committed to preventing slavery and human trafficking in its corporate activities.

## **OUR ORGANISATION**

END. is a global omni-channel retailer, offering a unique customer experience online, via our mobile apps and physical stores. END. sells to customers around the world and has a large following on social media.

## **RESPONSIBLE PROCUREMENT**

### *Risk Assessment*

We recognise that fashion supply chains present a risk for modern slavery, particularly as a result of the pressure to keep costs low within seasonal demand. As we source product from many countries, including high risk areas, it is important to

take steps and set-out policies to ensure instances of modern slavery do not occur. We do not tolerate modern slavery, either within our business itself or within our supply chain and would take the issue of tackling it extremely seriously. We focus on working with premium suppliers and expect our supply chain to share the same values.

Since we do not directly employ workers within our supply chains, nor do we manufacture any of the product we sell, we appreciate that achieving our objectives as set out above will not be a simple task. There are many constraints on our ability to improve working conditions, particularly where local government do not enforce the law. However, we aim to tackle these constraints through our partnerships with key suppliers and a process of continuous improvement.

In our business we source products, packaging, and services through these three main routes:

- Collaborations – we use key suppliers to provide END. collaborations. We play a central role in the design, material and choice of suppliers, contracting with brands directly. We consider the environmental and ethical impacts of our collaborations which is important in the context of our business and reputation.
- Branded Items – we source third party branded products. Whilst we have less direct control, we work with our brand partners to consider ethical and sustainability considerations.
- Goods not for resale and services – we use third party service providers to provide services such as logistics, security, I.T. software, cleaning, and specialist recruitment.

## **CODE OF CONDUCT**

In acknowledging the importance of responsible sourcing and the promotion of fair and safe working conditions within our supply chain, all supply partners must meet, or exceed, our sustainability requirements.

As a minimum, these require supply partners to meet their legal obligations in the following areas:

- Human Rights, labour, and modern slavery
- Health and safety
- Environment
- Animal Welfare

Our responsible sourcing recognises that a supply chain can be complex, including diversity or product lines and the global citizens who produce them. Our intention is to promote high ethical standards within a supply chain without imposing unachievable conditions.

## **NON-COMPLIANCE**

Where non-compliance is identified through a third party, we will agree corrective actions with the supply partner alongside an agreed deadline. Satisfactory evidence of non-compliance resolution must be provided within an agreed timeframe.

## **MEASURES TO CONTINUE TO PREVENT MODERN SLAVERY AND HUMAN TRAFFICKING**

We recognise that global influences on the environment, employment conditions and human rights are ever changing. To enable us to keep up to date with these changes, and any developments, we review our policies and procedures periodically and update them when necessary. We take this into account whilst developing our business internationally.

- Continue to develop staff training and awareness for relevant employees, and reporting mechanisms if a case of human trafficking, or slavery, is suspected.
- Embed supporting policies to promote ethical working practices.
- Monitor risks through the development of a supplier assessment for our procurement process.

This statement has been approved by the CEO, Parker Gundersen, and has been made pursuant to section 54 of the UK Modern Slavery Act 2015 with respect to the financial year ending 31 March 2024. A signed copy is available upon request.