

STRATHBERRY

Modern Slavery Statement

2025

Financial Year 1st May 2024 – 30th April 2025 (FY25)

Introduction

Strathberry is committed to preventing modern day slavery in its operations and supply chains. We are pleased to be publishing our first Modern Slavery Statement in accordance with the UK Modern Slavery Act 2015, as we continue to strive towards a greater understanding and transparency of our supply chain.

What is Modern Slavery?

Modern slavery is a crime and a violation of fundamental human rights. It is an overarching term that takes on various forms such as slavery, bonded labour, forced and compulsory labour and human trafficking. All these forms have in common the removal of a person's liberty by another person in order to exploit them for personal or commercial gain.

About Strathberry

Founded in 2013 by husband-and-wife team Guy and Leeanne Hundleby, Strathberry is a global brand specialising in luxury leather goods. We have our head office and design atelier in Edinburgh, Scotland with an additional office in London and in Ubrique, Spain. Production is largely completed in Ubrique, Spain where talented artisans handcraft our leather styles.

We currently have four stores in the UK and an online store which sells products across the world. For our Retail and Online channels all our products are imported into the UK and sent out to customers or stores directly from our UK distribution centre.

We also have wholesale retailers in North America, Europe, Middle East and Asia. Orders to these retailers are shipped directly from Spain.

Business Structure and Accountability

The Operating Board, consisting of Founders, Shareholders and Senior Leadership Team, meet monthly. The Board discusses issues to ensure the business is meeting its ethical and sustainable objectives.

We have a dedicated Product Development and Supply Chain Team which contains the Product Development and Supply Chain Director and Sustainability Project Manager. This team is responsible for supporting and implementing Strathberry's ethical and sustainable values across the supply chain. The team sit within the wider Design and Development Team and work closely together to ensure products are sourced responsibly. The team reports into the Managing Director and founders and therefore has direct representation at leadership level.

Supply Chain

Strathberry defines its supply chain tiers as follows:

Tier 1 - Contracted Manufacturing Sites & Subcontractors (finished goods - cutting, sewing, assembly, packing).

Tier 2 - Materials and Hardware Production (production and finishing of leathers including dyeing and tanning processes at tanneries, material production, trims, hardware and packaging). This also covers subcontracted processes such as embellishments, printing and embroidery.

Tier 3 - Raw Material Suppliers (slaughterhouse and raw hide traders and processing from raw material to processed material).

Tier 4 – Farm and Animal origin, mines and extraction of metals.

As of October 2025, the Strathberry collection is split across the following categories:

Leather bags & accessories	86.2%
Textiles (Silk, cashmere and alpaca)	13.6%
Jewellery	0.2%

99.9% of Strathberry's leather bags & accessories range is manufactured by skilled artisans in workshops in Ubrique, southern Spain. Strathberry teams work closely with these workshops – many of whom have been suppliers since the start of our production journey, and we view as an extension of the team and important partners, whom we

wish to support and flourish together. We have recently introduced a workshop based in Brescia, Italy.

We categorise these workshops as our Tier 1 finished good factories and have focused our efforts this year on ensuring all have been assessed and onboarded by our Product Development and Supply Chain team, including agreement to our Supplier Agreement (Code of Conduct).

Strathberry also work with a network of Tier 2 material and hardware suppliers, who are based across the world and who specialise in a particular material, such as leather, raffia for baskets or metal work for hardware. We choose to work with these suppliers due to their reputation as leaders and experts in these crafts and production methods.

As part of our commitment to transparency within our supply chain, we will continue to work with all our suppliers to ensure compliance to our ethical and sustainable requirements, while respecting cultural differences and local laws and regulations. This is our focus for the coming year, and we will update on progress made in our next Modern Slavery Statement (2026).

Textiles are our next largest category, and this includes silk, cashmere, alpaca and leather soft accessories.

85% of our textiles range has been recently on shored to the UK with 65% of the collection being produced in our home country of Scotland. This allows the continuation of generational skills to be retained within our home market.

Our silk scarves are made in the UK by skilled artisans. We believe in championing traditional trade skills, to deliver outstanding quality. Working with this supplier helps support the employment of local silk dyers and printers, who have kept the traditions from the 1700's alive. They use local Peak District water sources, from the River Bollin throughout all stages of the silk production.

Leather Working Group (LWG)

As a baseline, all our leather tanneries (referred to as Tier 2 suppliers) are certified with Leather Working Group (LWG). The LWG is a global not-for-profit organisation recognised for setting standards, best practice and positive impacts within the leather industry. The LWG audit is a complex assessment that takes account of multiple factors and awards a medal rating based on the results across all categories.

For our SS26 collection, we are delighted that 59% of our tanneries are certified Gold and 41% Silver – an improvement from the previous season (36% Gold and 64% Silver).

Due Diligence

Strathberry are implementing a systematic due diligence approach to assess, identify, and address any potential risks relating to human rights protection.

This includes:

- Supplier Agreement Form (Code of Conduct)
- Audits conducted by independent and internationally recognised audit body
- Corrective Action Plans
- Supplier visits

Supplier Agreement Form

Strathberry's Supplier Agreement / Code of Conduct is based on International Labour Organisation (ILO) standards and Ethical Trading Initiative (ETI) base code – and is a pre-requisite for partnering as a supplier to Strathberry. We require suppliers to sign the agreement at the on-boarding stage, and then annually thereafter.

Audits

Strathberry are committed to gain further transparency of our supply chain through our audit programme. This requires suppliers to be members of Sedex, a not-for-profit worldwide leading platform for sharing ethical data.

Openness to full, independent audits are a requirement for being a supply partner to Strathberry and audits are required to be completed every two years.

Strathberry have focused this year on auditing all our Tier 1 leather bags and accessories workshops, including sub-contractors. We have selected Intertek (an established global Total Quality Assurance Provider) as our partner for completing the audits. This audit programme is critical in the discovery and management of modern slavery cases throughout our supply chain and is inclusive of all suppliers whether partners for several years or being newly onboarded.

Whilst we acknowledge the limitations of audits, these are crucial in identifying risks at factory level and allows our head office team to take immediate action and mitigate risk across our supply chain.

To date, 64% of our Tier 1 leather bags and accessories workshops have completed audits, with the balance due to be completed before end December 2025.

Location	Total number of Tier 1 workshops	Number with Audit	Number of Audits still to be completed by December 2025	% with Audits
Spain	13	8	5	62%
Italy	1	1	0	100%

Any cited non-compliances within the Corrective Action Plan report must be closed within timeframe outlined in the CAP (with time frames of immediate, 30 days, 60 days, 6 months to rectify depending on the complexity and severity of the action). Strathberry are actively working through any cited non-compliances within the CAP reports with our suppliers to ensure these are closed within the timeframe and registered on the Sedex platform. In addition to the valuable support from Intertek, we are also receiving independent advice on how to track, manage and mitigate non-compliances from the UKFT (UK Fashion & Textiles) Sustainability team.

Supplier visits

Members of our Spain team visit our workshops daily and the Design, Product Development and Production teams visit our suppliers periodically throughout the year. These visits serve not only to build upon existing relationships but also assess factories and working conditions. It's an opportunity to discuss any improvements and support with any issues that suppliers might face.

Non-leather suppliers

In addition to our leather and textiles products, the Strathberry collection includes a small range of other products (making up approximately 3% of the range) including:

- Raffia
- Jewellery

Suppliers of these products are also subject to Strathberry's Supplier Agreement and Audit requirements.

Raffia

Our raffia suppliers are based in India (audits have been completed and non-compliances closed) and Morocco (where a recent audit has been completed and non-compliances are to be closed in line with the timeframe set in the CAP).

Jewellery

We have a small and carefully curated range of jewellery made with 2 suppliers – 66% of the collection is made by our supplier in Scotland and 33% in Italy.

Our Scottish supplier, Hamilton & Inches are Royal Warrant holders and as such are assessed on ethical, human rights, social and environmental considerations.

Knowledge Building

As members of the UKFT (UK Fashion and Textiles) we are supported by experts in sustainability and compliance issues. The Product Development and Supply Chain team are continuously building upon their knowledge in this area through attendance of training and events which specifically address the topic. This learning is shared internally and externally as we continue to support our supply partners for continued growth and improvement in this area.

Next Steps

We have identified the following as our priority to ensure continued improvement and transparency across our supply base:

Area	Action
Supply chain mapping	Continue to map our supply base beyond Tier 1 Leather bags & accessories suppliers, to gain greater visibility for risk identification and mitigation.
Audit programme	Complete audits for Tier 2 suppliers within 2026.
Due Diligence	Focus on supporting our suppliers to quickly and effectively close all non-compliance issues raised through the audit process.

Note from our Founder

We are pleased to publish our first Modern Slavery Statement and will continue to update this annually, sharing our progress and the additional measures we are putting in place to help tackle the global issue of forced labour.

As Strathberry continues to grow, we remain dedicated to taking a proactive approach to transparency and ethical practices within our supply chain. Upholding our values of 'Doing the Right Thing' and 'Supporting Community', which sit at the heart of how we operate. We believe that lasting success comes from responsibility — to our people, our partners, and the wider world — and we are committed to evolving with integrity as we move forward.

— Guy Hundleby, Co-Founder and CEO

Signed: Guy Hundleby, Co-Founder & CEO

Dated: 6th November 2025