



Modern Day Slavery Act

Updated Company Statement, December 2023

This statement is published in accordance with the UK Modern Slavery Act of 2015. It sets out the steps taken by the owners and directors of Solent Group Holdings Ltd ("the company") and all its subsidiary companies up to December 2023, as well as its plans for 2024.

"The company" remains fully committed to:

- Understanding and preventing modern-day slavery and human trafficking within its business and across its supply chain.
- Working to ensure there is no modern-day slavery within its business or supply chain globally.

"The company" continues to take significant steps towards achieving the above and has a long history and commitment to ethical trading, including:

- Setting out minimum ethical trading requirements to all first-tier manufacturing sites, which includes the prohibition of any forced, child, or bonded labour.
- Employing Lead Auditor trained Senior Auditors to carry out ethical trading audits where none already exist for first-tier manufacturing sites.
- Employing trained technical and commercial teams who carry out regular visits to first-tier manufacturing sites between audits.
- Participating in independent ethical trading audits by third-party audit companies for the majority of first-tier manufacturing sites.
- Maintaining AB Membership of Sedex, publishing all ethical audit outcomes and completing self-assessment questionnaires, which allows visibility of ethical audits for all first-tier manufacturing sites. Results are also made visible to all our customers.
- Ensuring timely closure on Sedex of non-conformances identified during ethical audits.
- Requesting all first-tier manufacturing sites to carry out audits and/or issue self-assessment questionnaires to their suppliers (second-tier suppliers to "the company").
- Maintaining a Modern-Day Slavery Working Group, accountable for further identifying and managing the risk of slavery within "the company" and its supply chain.

Over the last three years, "the company" has undertaken, either directly or via first-tier manufacturing partners, over 50 independent ethical audits. No incidents or suspected incidents of forced, child, or bonded labour have been recorded. "The company's" ethical policies and processes have also been subject to external audit and scrutiny by premium UK and South African retailers.

Over the last twelve months, "the company's" Modern-Day Slavery Working Group has started to use a human rights decision tree process to plan a programme of audits with its manufacturing sites. This ensures more frequent audits of higher-risk operations. "The company" has also completed the process of renewing all manufacturing contracts, ensuring ethical trading requirements are now built in.

Following on from our plans in 2023, "the company" will continue to carry out a thorough human rights due diligence risk assessment, covering all manufacturing sites across all geographical locations and industry types. "The company" will then assess and prioritise its human rights risks and formulate a time-bound plan of action on how to further mitigate or reduce those risks. In addition, "the company" will continue with anonymous worker's voice surveys, the results of which will be analysed independently and presented back to "the company" to identify any further human rights risks across its UK manufacturing base. Following review, this survey may be rolled out to "the company's" global manufacturing partners during 2024.

Signed and Dated


Ashley Symonds
Chief Executive Officer