

## DIVERSITY & INCLUSION STATEMENT

As a British brand with a global presence, we recognise that we must continue to raise awareness for injustices and challenge inequalities. Recent events have acted as a reminder to ensure that we not only self-reflect, but that we make diversity and inclusion a core pillar of Reiss's brand strategy and culture moving forward. We acknowledge this must be accelerated internally, by reviewing our policies and processes across all areas, ensuring we are always promoting and putting into practice the values of equality and diversity. We recognise that we must do more and we will.

To help and guide us through this, we have recruited a Diversity & Inclusion consultant to work across all functions of the business, to ensure we have consulted widely and have the capability to swiftly deliver on our ambitions. We are committed to developing a strategy that ensures a long-term, fully-embedded positive change within our culture and brand.

We intend to collaborate with others, including our peers and business partners, to drive positive change for our industry.

People & Culture Director, Luke East, has been appointed to be the executive sponsor for Diversity and Inclusion.

We have made a commitment to our team members that we will work to improve our diversity education and training while reviewing and evolving our internal policies to ensure that we always promote and practice the values of cultural diversity. We commit to publicly sharing the actions we are taking as a brand in the coming weeks and months.