

REISS

MODERN SLAVERY
STATEMENT 2023

This statement has been published under the Modern Slavery Act 2015. It explains the steps taken by REISS LIMITED (“REISS”) during the financial year ending 31st January 2023. Reiss Limited is a subsidiary of Reiss Holdings Ltd.

INTRODUCTION

At Reiss, we are committed to making a positive and lasting impact on the communities we work in, which includes building sustainable supply chains that champion and uphold ethical practice. There is no place for forced labour and exploitation in our operations. We will work tirelessly to prevent and eradicate exploitation in all its forms, in accordance with the UN Guiding Principles on Human Rights.

Our statement outlines the actions we have taken and will continue to take to ensure that at Reiss, we prevent incidences of Modern Slavery within our supply chains and business. As part of our Environmental, Social, and Governance commitments, we support the transparency in supply chains provision (Section 54) of the Modern Slavery Act. We recognise the reality of these issues for all concerned, and we have established measures to identify the risks that Modern Slavery presents to our business and to our workers.



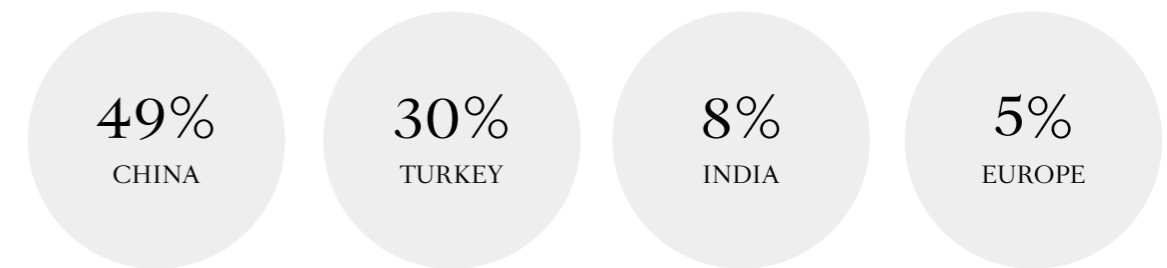


OUR BUSINESS

Since its creation by David Reiss in 1971, we have established a philosophy centred on creating design-led menswear, womenswear, childrenswear, and accessories. Today, Reiss is a prominent business in the global fashion arena with products developed at our headquarters in central London, employing 1,423 people across head office and retail locations. We operate in the UK, EU, Ireland, US, Australia and Canada, across 256 stores and online channels (including wholesale, concessions, franchise shops, and internet sites).

At Reiss, we manufacture finished goods through a global network of third-party suppliers, and source raw materials through the same network and through direct routes.

We manufacture in 19 different territories. Our largest production countries in 2022 - based on financial value - were China (49%), Turkey (30%), India (8%) and Europe (5%). These 4 sourcing regions accounted for 92% of our purchasing volume in 2022. We value our relationships with our suppliers, illustrated by the long tenure of many trusted suppliers - four of whom have been supplying us for 12 years and a further two suppliers have been working with us for 19 years. As a business, we continuously evaluate and monitor supplier compliance within the diverse geopolitical, cultural, and legal contexts of our sourcing regions.



PARTNERSHIPS

We have been foundation members of the Ethical Trading Initiative since 2017, becoming a full member in 2019. The ETI is an alliance of companies, trade unions and NGO's that promote respect for workers' rights around the globe.

In 2020 we joined the Better Cotton Initiative to support our sustainable and ethical goals. The Better Cotton Initiative is a global not-for-profit and the broadest cotton sustainability programme. Better Cotton exists to make global cotton production better for the people who produce it and for the planet.

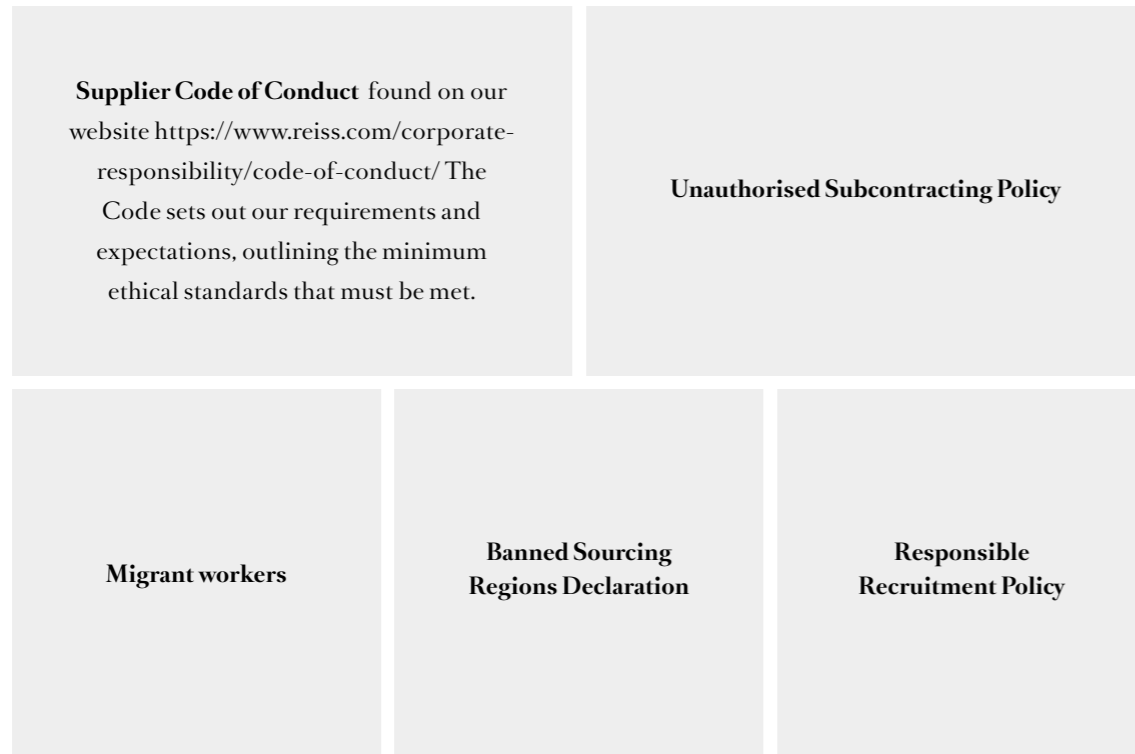
The British Retail Consortium (BRC) is a trade association for retail businesses committed to making a positive difference to the retail industry. The BRC work with their members to drive positive change and use their expertise to influence the issues that matter to the industry. At Reiss, we have been a member of the BRC for over 5 years.

We joined Sedex in 2021, the world's largest data platform for supply chain assessment, to store, analyse, share, and report on sustainability practices. This platform helps us to monitor and improve factory non-compliances and monitor in-country risk.

POLICIES

Reiss hold a framework of policies that supports ethical standards and expectations.

These policies include:



These documents provide a governance framework within which we manage and communicate our expectations on labour practice and human rights. We require that suppliers sign the Code of Conduct as part of their onboarding process, confirming their awareness of our expectations from the outset. We continually review our policies to ensure they are robust and meet changing legislation. Suppliers are consulted and informed of changes to our policies, which form part of the terms and conditions of our trading relationship.

CODE OF CONDUCT

Our core policies I the Code of Conduct for supplier and sub-contractors follow international ethical trading standards, including the Ethical Trading Initiative Base Code outlined below:

- Modern Slavery is prohibited, and employment is freely chosen.
- Child Labour will not be used.
- Freedom of Association.
- Working conditions should be safe and hygienic.
- Living wages should be paid.
- Working hours should not be excessive.
- No discrimination.
- Regular employment is provided.
- No harsh or inhumane treatment is allowed.
- Migrants should be employed legally.

GOVERNANCE

We have 7 specific governance commitments under our Environmental, Social, and Governance (ESG) strategy. The ESG team regularly meets with the Executive team to discuss ESG and related progress, which is reported to the CEO bi-annually with a comprehensive update on our activities and risks. ESG is also discussed and highlighted in quarterly Board meetings and at whole business events.

In the past 12 months we have worked with our department leads to involve them in our ESG plan, setting KPIs for their teams to deliver and report on. We endeavour to ensure that ESG topics, and within those Modern Slavery risk, are featured across all departments and hierarchies.

RISK IDENTIFICATION AND MANAGEMENT

We have made meaningful progress in ethical trade over the past 12 months, with significant business investment in this area. Our priority Modern Slavery risk areas include unauthorised subcontracting, lack of visibility within our tier 2-5 sites, and specific country risks where modern slavery is highest (including China).

We have assessed our ESG Risks using Landmark Risk Horizons tool, which is based on the Sustainable Accounting Standards Board Methodology. Risk Horizons uses industry sector and countries of operation, providing a high-level risk profile which we use as a basis for developing our ESG programmes and targets and which informs our due diligence approach.

Using this methodology, our top five salient combined risks in order of priority have been identified as (1) Labour practices (2) Materials sourcing (3) Supply chain management (4) Child labour (5) Product Quality and Safety. Our top 5 geographical regions, when mapped against volume of BRAND orders, are (1) China (2) Turkey (3) India (4) Vietnam (5) Bangladesh. We have carried out a deeper desk-top analysis of human rights risks in these regions, and for our key raw materials, which we are using to inform and prioritise our value chain due diligence work and our approach to modern slavery.

REISS AUDITS

In 2022 we audited the main factories of our top 10 suppliers, 17 sites in total. We worked with an auditing company - The Reassurance Network (TRN) - who have an international network of over 47 experts whose areas of expertise include supply chain auditing, assessments, working practices, and workplace safety. We have worked with TRN particularly on our factories and Suppliers in China as we have found these sites are our highest risk for Modern Slavery.

This activity has allowed us to understand our key factories in much greater detail and in 3 instances uncovered very poor sites which had previously been listed as good/featured no non-compliances. As a result of these findings, we instructed TRN to work with the factories to close these non-compliances, examples of which include training for the ethical team and supporting with the set-up of new processes, alongside frequent dialogue with us and our Suppliers on how we can support them internally. These sites are now rated as satisfactory but still require improvement. We will continue our work with these sites to improve further.

TRACEABILITY

We recognise that to ensure we are eradicating Modern Slavery in our supply chain we must know exactly where our products are being made and bring our Suppliers along with us in this process.

Reiss has invested in the use of data capture and management platform Segura. The Segura tool will support us to map our supply chain beyond tier 1, gather vital ethical and sustainability data, and enable us to have sophisticated reporting capabilities to understand how the supply chain is performing across multiple risk areas. As a result, we will increase traceability, awareness, and introduce reporting capabilities to further our understanding of risk.

We recognise the challenge of identifying modern slavery risks at lower tier levels, including raw material sourcing. Our fabric teams have undertaken extensive work to map our key fibres, particularly cotton and viscose, with the view of understanding those supply chains better and to highlight any risks. Where we have found higher risk, we have engaged with those suppliers and discussed with them the importance of transparency, collaborating with them to use traceable routes.

UNAUTHORISED SUB CONTRACTING

We continually work with our suppliers to ensure no unauthorised subcontracting exists and we regularly send reminders to our Suppliers on our expectations. We have had 3 cases of unauthorised subcontracting in the last 12 months. We worked with these Suppliers to explain the risk and why declaring new sites is so important, and we are now confident they will not allow this to happen again. We will continue to work with suppliers on this.



NEXT CODE OF PRACTICE COLLABORATION

Our relationship with Next plc affords us at Reiss an opportunity to collaborate on Modern Slavery. From FY23 we are working with the Next Code of Practice team to systematically audit, understand, and improve the conditions across our supply chain. We will have auditors in our key sourcing regions working as part of the Next CoP team visiting and improving our factories systematically. We will have increased capacity for up to 120 audits a year as well as follow up visits and audits. Next's Code of Practice programme is world-leading and we look forward to working closely and learning from their expertise to develop our own programme.

Our Reiss ESG representative, alongside Next, will hold supplier presentations for each sourcing region to introduce the new process, expectations, standards and requirements of Next Code of Practice and highlight the key supply chain risk areas. These sessions also allow for valuable conversations with our suppliers to understand each other's focus areas and improve ways of working together. The in-person events are planned for June and July 2023.

Alongside our Turkey CSR and QC technologist we began working with in 2021, in 2022 we brought onboard a dedicated CSR and QC technologist in Sri Lanka to support and improve factories from a Quality Control and ethical standpoint, who will support with the Next CoP program on the ground.

FORCED LABOUR

Current global issues - such as the war in Ukraine and Uyghur exploitation in China - have our daily attention, and we work across the business to tackle these issues and support suppliers wherever possible.

We have reissued our restricted sourcing regions declaration, asking all suppliers to sign and comply. We have identified one of our suppliers with a heightened risk of sourcing cotton from the restricted Xinjiang region of China, so we have had multiple calls with them and instructed an expert 3rd party to investigate this suppliers' value chain. This risk has been escalated to our CEO. We will continue to seek better understanding of our supply chain and the global issues which impact suppliers. These subjects are part of our risk assessment and are monitored continually.

TRAINING

Modern slavery training will take place for our executive team and the rest of our head office staff in September this year. Our buying team training will refresh our teams' knowledge of how to recognise and report modern slavery both in and around the workplace and in conversations with suppliers.

Our tier 1 factories have undergone significant training as part of the Segura platform onboarding process, where we have highlighted our ethical trade requirements and the importance of transparency and traceability as part of working with us at Reiss. Additionally, our suppliers will undergo continuous training as part of our Next Code of Practice collaboration, from the supplier presentations to regular meetings with our auditing team on the expectations and non-compliance closure.





NEXT STEPS

In 2023 we will:

Set up and roll out our Reiss & Next Code of Practice auditing programme hiring two Reiss auditors to work as part of Next's global auditing teams with auditing commencing from 1st August.

Continue working with our expert 3rd party auditors to visit 10 factories we have identified as risk management priorities.

Work with our Production & CSR Technologist in Turkey and Sri Lanka to regularly visit and support our suppliers to close non-compliances.

Fully set up the Segura monitoring system and set new tier mapping targets.

Update and publish our tier 1 factory list for the second year running. Here is the link to the list: <https://opensupplyhub.org/facilities?contributors=2974>

Continue supplier and factory mapping, increasing our production visibility, a key factor in identifying any risks of Modern Slavery in our supply chain.

Hold training sessions on Modern Slavery for the whole of head office and refresher training on responsible purchasing practice for our Buying teams.

Strengthen our supplier and factory onboarding process.

BOARD APPROVAL

This 2023 Statement is written by the Senior CSR Coordinator, approved by Reiss board members, and signed by Jonathan Blanchard, Chief Financial & Operating Officer.

Jonathan Blanchard, Chief Financial & Operating Officer

Date: 28th June 2023



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