

REISS

MODERN SLAVERY  
STATEMENT 2022

This statement has been published under the Modern Slavery Act 2015 and California Transparency in Supply Chains Act 2010. It describes the steps taken by REISS LIMITED (“REISS”) during the financial year ending 31st January 2022. Reiss Limited is a subsidiary of Reiss Holdings Ltd.

## INTRODUCTION

We have created an ethical strategy that sits alongside our creative values. This strategy will help ensure our factory workers are treated fairly and work in a safe environment, free from Modern Slavery. We want our factory workers to operate in a safe environment where they are paid fairly and are free from discrimination. We are passionate about sourcing responsibly, and our factory workers are at the heart of this. Reiss remains committed to ensuring that its operations and supply chains promote safe, fair, legal and humane working conditions. This means we expect the business and our suppliers to abide by local laws, international labour standards and the ETI base code in all countries in which we or they operate.

Our statement outlines the actions we have taken and will continue to take to ensure Reiss prevents Modern Slavery from taking place within our supply chains and business. As part of our Corporate Social Responsibility commitment, 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 to our business and our workers that Modern Slavery presents.

The 2022 Statement is written by the CSR and Sustainability Coordinator, approved by Reiss board members and signed by Jonathan Blanchard, Chief Operating Officer.

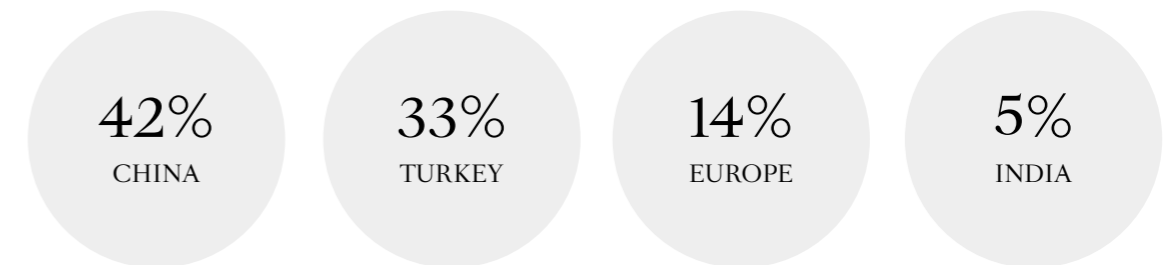
Jonathan Blanchard, Chief Operating Officer

Date: Tuesday 19th July 2022





Reiss manufactures garments in 17 different territories in the Far East and Europe. Our largest production countries were China (42%), Turkey (33%), Europe (14%) and India (5%). These 4 sourcing countries accounted for 87% of our purchasing volumes in 2021. Other production countries include Sri Lanka and Vietnam. All sourcing countries face their own geopolitical, cultural and legal differences, and Reiss continues to evaluate and monitor supplier compliance with these challenges.



## OUR BUSINESS

Since its creation by David Reiss in 1971, Reiss has established a design philosophy centred on creating design-led menswear, womenswear, childrenswear and accessories. Today, Reiss is a highly respected, prominent business in the global fashion arena with products developed within its headquarters in central London, employing 1549 people across its head office and retail locations.

Reiss operates in the United Kingdom, Australia, Canada, Germany, Netherlands, Italy, Dubai, and the United States, across 257 stores and online channels (including wholesale, concessions, franchise shops and internet sites). Reiss manufactures its finished goods through a global network of external suppliers and sources raw materials through the same network and in-house.

## PARTNERSHIPS

Reiss has been a foundation member of the Ethical Trading Initiative since 2017 and became a full member in 2019. The ETI is an alliance of companies, trade unions and NGOs that promote respect for workers' rights around the globe. The membership in this organisation strengthens Reiss' commitment to ethical trade and the eradication of Modern Slavery. We are proud to be members of the ETI, and we support the initiative's goals.

In 2020 Reiss joined the Better Cotton Initiative to support our sustainability and ethical goals. The Better Cotton Initiative (BCI) is a global not-for-profit and the broadest cotton sustainability programme. BCI exists to make global cotton production better for the people who produce it, better for the environment where it grows and better for the sector's future.

One of the initiative's seven principles addresses Decent Work and eradicating forced labour specifically.

The British Retail Consortium 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 and influence the issues that matter to the industry. Reiss joined the BRC in 2018, and we utilise our membership to identify issues in advance of them developing, also enabling Reiss to be part of a strong collective voice that is respected and listened to by the Government.

POLICIES

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

<p><b>Supplier Code of Conduct</b> - found on our website <a href="https://www.reiss.com/corporate-responsibility/code-of-conduct/">https://www.reiss.com/corporate-responsibility/code-of-conduct/</a> The Code sets out our requirements and expectations, outlining the minimum ethical standards that must be met.</p>	<p><b>Subcontracting</b> - we have updated our subcontracting policy in 2021. We imposed stricter requirements on subcontracting disclosure. To eradicate Modern Slavery from our supply chain, we first need visibility of where our products are made.</p>	
<p>Migrant workers.</p>	<p>Banned sourcing regions.</p>	<p>Responsible recruitment.</p>

These documents outline and collect key information on labour practices, working environments, and general ethical trade awareness. We require our suppliers to sign the Code of Conduct as part of their onboarding process. From the outset, our Suppliers are aware of our expectations, demonstrating our commitment to eradicating Modern Slavery. In 2022, we will strengthen our onboarding process and policy.

Our core policies in the Code of Conduct for suppliers 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 on the work floor.
- Regular employment is provided.
- No harsh or inhumane treatment is allowed.
- Migrants should be employed legally.

## RISK IDENTIFICATION AND DUE DILIGENCE

Risk identification and management are key to recognising Modern Slavery. To manage this, we improved our supplier database, which now holds detailed information on our suppliers, with each factory assigned a risk rating based on audit performance - monitored daily. The database's function is to increase traceability, awareness and introduce reporting capabilities to further our understanding of risk. In 2021, Reiss implemented a risk traffic light system where we can understand how each factory is performing, enabling improvement timescales to be assigned to suppliers to report back on. This process has made our expectations clear on when non-compliances will be closed. Our CSR Coordinator works with suppliers to close non-compliances to ensure continual improvement from our factories.

Currently, Reiss identify risk by assessing third-party audits. We understand that third-party audits only go so far to understand the salient issues in our supply chain. Therefore in 2021, we devised a strategy to develop our auditing programme with experienced Production and CSR Technologists in our major sourcing regions to build partnerships with our key suppliers, conduct announced and unannounced audits, support suppliers to improve their working conditions and identify any risk of Modern Slavery. We have already started working with our representative in Turkey. In 2022, we will audit our top 10 suppliers responsible for 57% of our products. In addition to our auditing programme, we have partnered with Sedex. Sedex is one of the world's leading ethical trade membership organisations, working with businesses to improve working conditions in global supply chains. The membership in this organisation will help Reiss to understand its supply chain, assist with analysis, reporting, understanding of risks within our major sourcing regions, and strengthen the audit information we receive.

Current global issues such as the war in Ukraine, Uyghur exploitation in China and Syrian refugees in Turkey have our daily attention, and we work across the business to tackle these issues and support suppliers wherever possible. We will continue to better understand our supply chain and the global issues which impact them. These subjects are part of our risk assessment and are monitored continually.

## SUPPLIER RELATIONSHIPS

We value our relationships with our suppliers and we have worked with four Suppliers for over ten years and two Suppliers for 17 years. We support our Suppliers in their ethical trade improvement, and, with the introduction of our Production & CSR Technologists, we will have the ability to better support Suppliers and offer tailored guidance to close non-compliances. This year we will increasingly involve Suppliers in our CSR and sustainability conversations to encourage feedback and collective action. In 2021 our buying and product development teams took part in a buying practices training session hosted by the Ethical Trading Initiative. The training highlighted Modern Slavery issues and risk indicators to support teams to identify Modern Slavery and understand how buying practices impact suppliers. A refresher training session will take place in December 2022.

## GOVERNANCE

This year we developed an Ethical Trade strategy identifying our short and long term goals, approved by our CEO and CFO. Ethical trade and sustainability at Reiss is everyone's responsibility. However, in 2021, Reiss employed a dedicated CSR and Sustainability Coordinator. The Coordinator's sole focus is to integrate social and environmental concerns into business operations and help Reiss achieve their sustainability and ethical goals.

Reiss has introduced a CSR Taskforce which meets once a month with representatives from across the business to discuss ethical trade and sustainability. Members of the Taskforce work together to influence the rest of the business and drive CSR forward. Reiss reports quarterly to the CEO and CFO and the board to communicate CSR progress. We will also provide regular ethical trade updates to the whole business increasing transparency and accountability across Reiss. Governance ensures both a top-down and bottom-up approach to detect and eradicate Modern Slavery at Reiss.





NEXT STEPS

2022 will be a turning-point year for ethical trade at Reiss. We have invested significantly in our ethical strategy and improving ethical trade performance is a key priority. In 2022 we will:

<p>Audit our top 12 suppliers</p>	<p>Improve our factories' performances using third-party audits, improve risk ratings and close all non-compliances in which we are able</p>	<p>Work with our Production &amp; CSR Technologist in Turkey to regularly visit and support our Turkey suppliers</p>
<p>Identify Production &amp; CSR Technologists in our other main sourcing regions, including China</p>	<p>Utilise Sedex membership</p>	<p>Continue supplier and factory mapping, increasing our production visibility, a key factor in identifying any risks of Modern Slavery in our supply chain</p>
<p>Begin mapping our tier 2 suppliers and factories</p>	<p>Publish our tier 1 factory list in May 2022</p>	<p>Strengthen supplier and factory onboarding process</p>

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