

UNIFORM EXPRESS MODERN SLAVERY POLICY

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| Policy Title – Modern Slavery Policy |
| Date – 22. 01. 2019 |
| Issue Number 2.1 |
| Amended by – Karen Dodd – Financial Controller |
| Reason for Amendment – Additional Information |
| Authorised by – Anthony Beavis – Joint MD |
| Signature -  |

Introduction

Uniform Express preserves relationships with various organisations in its supply chain. We have a zero-tolerance attitude to modern slavery and committed to ensuring our approach to tackling modern slavery in our own business and throughout our supply chains is consistent in accordance Modern Slavery Act 2015. We support and respect the protection of human rights, in particular the effective elimination of compulsory labour and child labour and are dedicated to ensure processes are maintained to prevent it.

1. About Uniform Express

We design, manufacture, supply and manage bespoke uniform for global companies.

At Uniform Express we focus on supplying high quality, innovative and modern workwear with a strong partnership between our brand values and our client's ethos.

Our products are:

- Designed at our head office in Banbury UK.
- Manufactured through third party suppliers globally.
- Sold through our e-commerce site to our clients

These activities are co-ordinated by a dedicated team of employees and a network of trusted suppliers and business partners.

2. Our Supply Chain

The majority of our suppliers are located in South East Asia and Europe, in addition to these suppliers we also source from the UK.

Our priority is to support the factories in our supply chain ensuring they understand the expectations and requirements from them. We are proud long term members of the Ethical Trade Initiative (ETI) and join an influential group of companies in the pursuit of decent working conditions for workers. Our ethical trading programme is based on the ETI's Code which includes: no forced labour, living wages, no discrimination, no harsh or inhumane treatment and no child labour.

Auditing is an essential process we undertake to identify potential human right risks in the factories we manufacture from which we monitor on schedule based on their performance. Through Third party audits, internal reviews, as well as visits to suppliers and production sites, we ensure compliance with the ETI's code on an ongoing basis. The risk assessment checks we conduct include detailed criteria to determine labour conditions for each supplier before a partnership is confirmed or renewed, these are in the form of both announced and unannounced to measure against the SMETA guidance. We aspire to collaborate with suppliers to make improvements, however if a factory persistently fails to be honest, take liability for meeting ethical standards and make necessary improvements we will terminate the partnership.

As part of our commitment to ensuring transparency at all levels of our supply chains, we have introduced a supplier online portal where our clients are introduced to videos of their garments being manufactured.

3. Staff Training

Training and raising awareness of the Modern Slavery Act is key for the business and supply chains. We conduct regular training interventions for our employees who are directly involved in making purchasing decisions focusing on the risks of modern slavery across our supply chains on the cores principles of our ethical business practices. Additionally, we are actively involved in a range of collaborative programmes to enhance employee awareness on this issue, such as the ETI ran Buying Ethically programme and Modern Slavery in the Supply Chain programme.

4. Continuous Awareness

Our suppliers are our partners, and we believe together we have a much better chance of successfully tackling modern slavery if we have a mutual understanding. We will continue to emphasise our work in our product supply chain. We will increase audits of factories, and we will continue to educate our suppliers and employees.