

Monsoon Accessorize Modern Slavery Act Statement 2018-2019

This statement provides information on the steps Monsoon and Accessorize has taken during the year to ensure that slavery and human trafficking is not taking place in its business.

What is Modern Slavery?

Modern slavery has many different forms: slavery, servitude, forced and compulsory labour and human trafficking. Ultimately it involves one person controlling another person thereby depriving them of their liberty with the aim of exploiting them for personal or commercial gain.

Company information

Monsoon was founded in 1973 by Peter Simon following his inspirational travels to India. The first branch of Accessorize opened in 1984 and the company now has approximately 1,000 stores globally across 50 countries.

At the Monsoon Group we aim to run our business responsibly. With this in mind, in producing this statement we have looked at all areas of our business and identified that our product supply chain represents the greatest risk of slavery and this is where we have focused our resources.

Our Supply Chain

The majority of our stock suppliers are located in China and India where we have dedicated employees to manage relationships with our suppliers and work with them to drive improvements and become sustainable businesses.

We are a member of various collaborative initiatives including the Ethical Trade Initiative (ETI) and join a powerful collection of companies, trade unions and civil society groups in the pursuit of decent working conditions for workers. Our stock suppliers are required to agree legal provisions ensuring their compliance with the Modern Slavery Act and to sign up to our Code of Conduct as a condition of working with us. The Code of Conduct 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. We also have a separate Homeworking Policy, Child Labour Remediation Policy, Animal Welfare Policy on our website.

We conduct risk assessment checks to assess conditions for each stock supplier before a partnership is confirmed. Through third party and direct audits, as well as visits to suppliers and production sites, we ensure compliance with our Code on an ongoing basis. We recognise, however, that ensuring decent, non-exploitative work as well as sustainable business practices which respect the people and communities requires a commitment from us and a partnership with suppliers. For example, where the potential for improvement is identified, we offer training to suppliers and have facilitated engagement with third party organisations including NGOs and consultants to support suppliers in implementing positive change.

In particular we have a long standing relationship with Goodweave, who investigate our supply chain for forced and bonded labour and ensure where issues are found, the workers and their children are taken through a remediation process, which keeps their

GoodWeave works to stop child and forced labour in global supply chains. As a part of this larger mission, our work involves partnering with brands and their suppliers to uncover hidden supply chains and create a market for goods made without child and all forms of forced labour. Through the establishment of clear and rigorous standards and verification of compliance through supply chain mapping and inspections of factories, worksites, and facilities all the way down to home-based work sites, GoodWeave identifies and remediates cases of child labor found in supply

chains and applies its full suite of labor rights criteria. The inspections— which are random, unannounced, and frequent—lead us to exploited children and serve as a powerful deterrent to child labor. To complement this supply chain work, GoodWeave implements community-based programs that ensure children in home-based worker communities are enrolled in school and learning, instead of working on production destined for global markets.

GoodWeave is proud to partner with Monsoon in this work, and to share this quarterly update on inspection findings and educational progress made by the children in the home-based worker communities of Salai, Jaee, Kanwara, and Tilbegumpur.

We have directly supported suppliers in efforts to progress worker/management dialogues through worker representatives and committees.

As part of our commitment to ensuring transparency at all levels of our supply chains, field teams work with key suppliers in India, China and Europe to map production down through all tiers to homeworking and commodity levels. This is in addition to the mapping of production to homemaker level conducted for items in our Artisan range. Our Artisan range reflects our commitment ethnic sustainability by supporting handicrafts and homework in production. Suppliers producing for our Artisan range are supported in incorporating and acknowledging artisanal techniques in production. Relationships with these suppliers are well established as a result of long term development of the range.

Service providers, Non-Stock Suppliers and Partners

Monsoon Accessorize has a substantial number of service and non-stock suppliers as well as a range of partnerships with, for example, online marketplaces and international franchisees. All such suppliers and partners are contractually required to comply with the Modern Slavery Act and all other applicable legislation. Additionally, our franchise partners are also required to sign up to our Policy Manual, which includes our Code of Conduct.

Staff training

The Modern Slavery Act requires all company employees to consider the relationship that they have with other companies and to be alert to the possibility of slave labour and/or human trafficking. We provide a training programme to teach employees about the risks of Modern Slavery which begins on our staff Induction Day and continues through role specific training provided to those that require it. We operate a Confidential Helpline for employees who wish to raise concerns about treatment or practices within our business or supply chain without fear of reprisal.