

Here at Radley, we are proud of the steps we have taken to combat slavery and human trafficking in our supply chain. We consistently audit our supply chain and carefully select partners to ensure that our ethical standards are being strictly maintained and that the factories we use to manufacture our products are fair and safe places for workers.

### **Supply Chain Audits:**

Radley uses accredited third party auditors to regularly assess our factories' compliance with our fair labour standards. One of these entities is Intertek – a leading quality assurance service provider. Intertek carries out regular audits and produces Workplace Conditions Assessment Reports (a "WCA") for Radley to monitor and assess the labour standards in each factory used by Radley. Each factory is rated against country and international standards and legislation and scored accordingly.

Radley expects each factory in its supply chain to reach and maintain "High Performance" ratings. Our most recent WCA gave an overall facility score of 93%, with the reviewed factory achieving above industry standards in each specific category.

In the event a factory fails to achieve "High Performance", the factory will be expected to follow Intertek's recommendations for improvement. Radley reviews the WCA alongside the relevant factory so that it is aware of, and can monitor, the next steps being taken to improve the facility.

### **Supplier's Compliance with Production Standards:**

In a bid to ensure compliance throughout the supply chain, Radley includes its ethical Production Standards as part of the Supply Agreement that it has in place with each supplier. These Production Standards are also included as part of the Recommended Supply Subcontractor Agreement which Radley requires all suppliers to use in the event that they wish to sub-contract any part of the manufacture or production of Radley products. Radley's Production Standards have been designed to ensure that workers in the factories that manufacture our products are treated ethically and work in safe conditions. Our Production Standards have been developed using the Ethical Trading Initiative's [Base Code](#) (which is derived from the International Labour Organization's principals on ethical labour) and, as such, we are confident that our Production Standards are sufficiently robust and effective in the current climate.

We use our Production Standards and Recommended Supply Subcontractor Agreement to communicate to our suppliers our expectations of how they should conduct themselves and their factories (or any factories that they use for the production of our products). Here at Radley, we will only work with supply partners who sign up to, and comply with, our approved Production Standards. A PDF copy of our Production Standards can be found [here](#).

In the event that a supplier fails to meet our internal accountability standards and procedures for fair labour standards, we will look to take corrective action and to develop a remediation plan.

Further, to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide regular training on such to our staff. We also provide regular training on our Anti-Bribery and Corruption policies.

**Radley Employees:**

All Radley employees have an employment contract which sets out details of their working hours, working conditions, salary, employee rights and benefits. Our employee handbook sets out policies and procedures for handling complaints and is updated to reflect changes in legislation and recommended working practices on a regular basis.

**Signed On Behalf of Radley + Co**



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**Jayne Worden**

**Chief Financial Officer Radley + Co**