

## Gina Tricot Slavery and Human Trafficking Statement

2018

The UK Modern Slavery Act requires companies to disclose any efforts that are taken to address slavery, forced and compulsory labour and human trafficking in their production and supply chain. In below statement the efforts taken by Gina Tricot on how to tackle the challenge of modern slavery and human trafficking throughout our supply chain, in line with the UK Modern Slavery Act is stated.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. It constitutes *Gina Tricot's slavery and human trafficking statement for the financial year 2018*.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking.

We understand that modern slavery is a global issue that may affect our organisation and our supply chains alike.

Since 2008, our organisation has been and currently is a participant of amfori BSCI, which supports companies to drive social compliance and improvements within the factories and farms in their global supply chains. Being an amfori BSCI participant, we are part of an industry wide network that we use it to work collaboratively and exchange lessons learned and solutions in a pre-competitive basis.

As an amfori BSCI Participant we endorse the amfori BSCI Code of Conduct and its terms of implementation and cascade it through our supply chains. Therefore, **Gina Tricot** does not tolerate any form of slavery, servitude, forced, compulsory labour and human trafficking and commits strongly to the early detection, monitoring and remediation of such issues in its supply chains. **Gina Tricot** remains open to constructive engagement with stakeholders who can help to combat this phenomenon.

**Gina Tricot** is a fashion retailer selling women's products through 180 stores in Sweden, Norway, Denmark, Finland and Germany, as well as through e-commerce sales. Gina Tricot's aim is to Make Women smile. Gina Tricot has a global annual turnover £ 180 000 000

Gina Tricot production countries are Turkey, China, Bangladesh, Pakistan, India, UK and a few other European countries. We have consolidated our supply chain during the past years and have very tight relationships with our business partners. In total Gina Tricot uses 50 business suppliers world wide.

Gina Tricot is committed to respect human rights through our supply chain. As an amfori BSCI Participant, **Gina Tricot** has developed policies and procedures to prevent and address any adverse human rights' impact that may be detected in its supply chains. The amfori Code of Conduct sets requirements and prohibits, including but not limited to, child labour, discrimination, bonded labour.

The amfori Code of Conduct is essential in our procurement process and all suppliers sign and are required to follow the amfori Code of Conduct. As an amfori BSCI Participant, our internal policies and procedures include elements to pursue a solid human rights due diligence process throughout our supply chain.

As an amfori BSCI Participant **Gina Tricot** commits to act diligently in assessing actual and potential adverse impacts of our business against the values and principles of the amfori BSCI Code of Conduct, identifying throughout the supply chain where the most significant risks for these adverse impacts may occur and by acting upon them with the aim of preventing and/or addressing them in line with the amfori BSCI Code of Conduct.

Our organisation has put grievance and whistle blowing mechanisms in place as per amfori BSCI Code of Conduct for employees who may be adversely impacted by our organization's activity, including potential or factual forced labour. Being an amfori BSCI participant, any third party can lodge a grievance about our BSCI implementation activities through the amfori Grievance Mechanism.

This statement was approved by the Board of Gina Tricot.



Magnus Månsson

CEO

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