



HUMAN RIGHTS & ANTI-SLAVERY POLICY

Our Commitment

At Fred Perry, we are committed to respecting the human rights of everyone who works directly or indirectly for us. We believe all workers must be treated with dignity, respect and fairness and will not knowingly tolerate forced or compulsory labour or human trafficking in any parts of our business or supply chain. We strive to conduct all our business dealings and relationships ethically and with integrity and to ensure effective systems and controls are in place to prevent, detect and report human rights abuse, slavery or human trafficking from occurring anywhere in our own business or supply chains. Fred Perry expect the same high standards from all their suppliers.

In response to the Modern Slavery Act 2015 Section 54 Fred Perry produce an annual Modern Slavery Statement which outlines our risks and actions for the set period. We are committed to improving transparency throughout our business and supply chains and expect the same dedication and compliance from everyone working directly or indirectly for us.

Who's Responsible

Ultimately the board of directors within an organisation are responsible for ensuring their business complies with this policy. Every business requires an allocated person (hereafter known as the compliance manager) who takes day to day responsibility for implementing the policy, monitoring its effectiveness, auditing internal control processes and reporting their outcome in thwarting human rights abuse and modern slavery.

Compliance and Reporting

All persons working directly or indirectly for Fred Perry are required to read, comprehend and comply with this policy.

Everyone working directly or indirectly for Fred Perry has a responsibility to ensure that the human rights principles detailed in our Code of Practice are adhered to and any form of modern slavery or human trafficking is not in operation within their organisation or supply chain. Any concerns of violation in the supply chain at any tier must be reported immediately, ultimately to our Compliance Manager.

If there is any uncertainty that working practises are breaching this policy the matter must urgently be discussed with our Compliance Manager. In the spirit of openness, we will support all persons raising genuine concerns under this policy. No-one will suffer detrimental treatment for reporting a genuine suspicion even if it proves unfounded after investigation.

Communication and Awareness

All business compliance managers must communicate this policy to all parties involved in the production process of Fred Perry merchandise and ensure compliance.

Training on this policy and human rights abuse and modern slavery risks must be provided on a regular basis to all members of staff and any organisations being used to produce Fred Perry merchandise.

Policy Breaches

Any organisation working directly or indirectly for Fred Perry that breaches this policy maybe be subject to termination.