

Modern Slavery Statement

Location: Euro-Rose Knitwear Limited

Date of Assessment: May 2025

Review Date: Annually

This statement is made pursuant to **Section 54 of the UK Modern Slavery Act 2015** and sets out the steps Euro-Rose has taken to prevent **modern slavery, forced labour, and involuntary prison labour** within our business and supply chain.

1. Introduction

Euro-Rose is committed to conducting business ethically, responsibly, and with full respect for human rights. We have zero tolerance for any form of modern slavery, including:

- **Forced or compulsory labour**
- **Involuntary prison labour**
- **Debt bondage**
- **Human trafficking**
- **Child labour**
- **Coerced or exploitative working conditions**

We expect the same high standards from all suppliers, subcontractors, and business partners.

2. Our Business and Supply Chain

Euro-Rose is a knitwear manufacturing business. We source yarns, trims and packaging in order to make finished products for distribution to our customers.

Our supply chain includes, but is not limited to:

- Yarn and fabric suppliers
- Trims and accessories manufacturers
- Packaging suppliers
- Logistics and transport providers
- Labour providers or authorised subcontractors (if any)

We recognise that the garment and textile industry can be exposed to higher risks of modern slavery, and we actively work to mitigate these risks.

3. Our Policies on Modern Slavery

We maintain several internal policies that support our commitment to preventing modern slavery:

3.1 Modern Slavery & Human Rights Policy

Outlines our zero-tolerance approach to forced labour, involuntary prison labour, and human trafficking.

3.2 Ethical Sourcing Policy

Requires all suppliers to demonstrate transparency and compliance with recognised labour standards.

3.3 Supplier Code of Conduct

Prohibits:

- Forced or bonded labour
- Involuntary or unpaid prison labour
- Retention of passports or identity documents
- Recruitment fees paid by workers
- Any form of coercion or restricted movement
- Exploitative working hours or unsafe conditions

3.4 Whistleblowing Policy

Allows employees and workers (including temporary staff) to report concerns confidentially without fear of retaliation.

3.5 Recruitment Policy

Ensures:

- All employees work voluntarily
- Right-to-work checks are conducted
- No worker ever pays to obtain a job
- Agencies supplying labour are licensed and audited

4. Due Diligence Processes

To identify and reduce risks of modern slavery, we undertake the following:

- Conduct supplier onboarding checks and audits
- Require suppliers to confirm compliance with the Modern Slavery Act
- Review labour practices of high-risk suppliers or regions

- Record and monitor use of subcontractors to ensure traceability
- Ensure no prison labour is used in the manufacturing of goods unless **freely chosen, paid fairly, and meets international standards** (and never involuntary)

Any supplier found to be in breach of our standards will face corrective action, suspension, or termination of the business relationship.

5. Risk Assessment and Management

We assess modern slavery risks across our business annually, focusing on:

- Raw material sourcing
- Overseas supply chains
- High-volume or low-margin manufacturing locations
- Use of temporary or migrant labour
- Freight, warehousing, and transport

Key risk indicators include excessive overtime, recruitment fees, document retention, or lack of worker representation.

Where risks are identified, we work with suppliers to improve transparency and implement corrective actions.

6. Training and Awareness

We provide training to ensure managers, buyers, and staff understand:

- The signs of forced labour and human trafficking
- How to report concerns
- How to assess supply chain risks
- Ethical sourcing obligations
- Compliance with the Modern Slavery Act

This training is reviewed and refreshed regularly.

7. Monitoring and Continuous Improvement

We will:

- Review and update this statement annually
- Strengthen supply chain mapping
- Increase auditing and worker interviews
- Improve training materials

- Engage with industry bodies and best-practice groups

We are committed to constant improvement to ensure a fair, safe, and transparent supply chain.

8. Approval

This statement has been approved by the Board of Directors and is signed on their behalf.

Name: _____

Position: _____

Signature: _____

Date: _____