

MODERN SLAVERY STATEMENT

Our statement has been written and published in accordance with the Modern Slavery Act 2015. It details our approach and strategy to ensure we implement the right policies and take robust corrective action when required.



INTRODUCTION

The senior executives of MWUK Ltd recognise that the health and welfare of all employees, external stakeholders, suppliers and the wider community is of paramount importance in the successful conduct of its business.

The Modern Slavery Statement details our approach and strategy to ensure that we implement the appropriate policies and take robust corrective action when required.

Our business is built on a solid foundation of long term partnerships and we continually work with our suppliers to identify slavery risks within our supply chain and address them accordingly. Should an issue of modern slavery occur, we will confront and address it to ensure that the workers most affected are protected from further harm and exploitation.

To be successful in eradicating modern slavery, robust due diligence on core labour standards is critical; we adopt a risk based approach to identify human rights risk by country, industry and labour, prioritising the associated risks accordingly.

We are proud to be members of the Ethical Trading Initiative which remains core to our business and we are committed to embedding the ETI 9 point base code of labour practice throughout all our operations.



**Ethical
Trading
Initiative**

Member

Respect
for workers
worldwide

ORGANISATION STRUCTURE

Tailored Brands, formerly known as The Men’s Wearhouse, Inc., a publicly traded American organisation, purchased Dimensions, Alexandra, and Yaffy in August 2010.

In the UK, MWUK Limited is comprised of Dimensions, Alexandra and Yaffy with offices near Derby, Bristol and Glasgow. Dimensions is one of the UK’s leading suppliers of bespoke corporate clothing providing a fully managed service to clients; Alexandra is Britain’s oldest and best-known workwear provider and Yaffy is a

specialist in technical garments to the UK Police Forces.

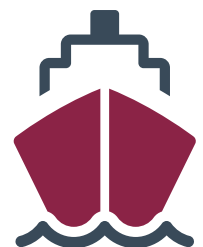
The group turnover is c £140m, clothing over 4 million wearers and dispatching over 18 million garments every year.

MODERN SLAVERY RESPONSIBILITY





18 million garments



dimensions |

Established in 1948 Dimensions has grown into one of the UK's leading suppliers of bespoke corporate clothing, offering a financially stable organisation which is steeped in knowledge and expertise on delivering successful clothing programmes for people at work. This is supported and enhanced by having an international client base which is serviced worldwide, utilising best practices.

A fully managed service is tailored to meet the individual needs of each client, ranging from 1,000 to upwards of 250,000 wearers.

Delivering extensive experience of effectively managing supply chains for different scales of requirement, the impressive client base is its best testimony, along with consistent achievement of 95-99% service levels which

has established new standards within the industry. Dimensions has achieved the position of market leader by offering excellent products at outstanding value and providing an unparalleled service to its clients.



Founded in 1854, Alexandra has been at the forefront of workwear design since WWI, particularly in the nursing sector. They have a long-held reputation for high-quality design and manufacture of workwear garments that are both comfortable and fit for purpose.

Today, Alexandra offers a comprehensive range of head-to-toe products and services to a diverse number of businesses across the UK, Ireland and Holland, especially in healthcare, hospitality and facilities management. Recently, Alexandra have been developing rapidly in the international market for workwear.

As well as traditional call-centre and account management, Alexandra offer a fully transactional

online service to their customers via their website or by integrating ordering services directly into clients own systems. Over 20,000 products are available from stock in the widest possible range of sizes and colours, which can also be further personalised using digital embroidery and print.

Alexandra was awarded the Royal Warrant of approval in 2002, an accolade they have proudly uphold to this day.



Established in 1924 as a producer of raincoats, Yaffy is now one of the leading suppliers of high performance outerwear to UK Police Forces.

Yaffy products include high visibility and black waterproof clothing complimented with a range of performance fleeces and lightweight high visibility outerwear, constructed from fabrics at the cutting edge of garment technology.

Offering specialist products such as public order garments with and without underwear to CAST standards, Yaffy is also a key supplier of equipment carriers including Taser carriers to various Forces.

Dog Handling, Motorcyclist, Pedal Cyclist and Equestrian specialist waterproof clothing have ensured that Yaffy is highly respected in the Police industry. The heritage and knowledge of a family business complimented by MWUK Ltd's world sourcing and manufacturing has further enhanced Yaffy's ability to offer industry leading products and service.

Dimensions, Alexandra and Yaffy have continued to grow. In the last 5 years the group has increased in turnover by 8%.

SUPPLY CHAIN OVERVIEW

Our major activity is the design of product and distribution of Clothing, footwear and ancillary products.

The Group supply chain is managed by shared services based at the UK Head Office in Castle Donington, Derbyshire with support from a dedicated office located in Dhaka, Bangladesh. The Groups main supply chains are predominantly located in South East Asia, supplemented by European and UK routes. We do not own any of the businesses that supply products to MWUK Ltd, we engage with 3rd party manufacturers or agents. The majority of our partner suppliers we have had relationships with over 10 years. We recognise that risks of Modern Slavery are not unique to our offshore supply chain. We have adopted a robust risk based approach that includes the suppliers and labour providers regardless of location.

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

MWUK Ltd has a vigorous approach against slavery and human trafficking and is committed to social and ethical responsibility. As members of the Ethical Training Initiative we fully endorse and support the ETI Base Code and implement this throughout our supply chain. The ETI Base Code prohibits the use of forced, bonded labour, involuntary prison labour, slavery, or human trafficking. MWUK Ltd considers the adherence to the ETI Base Code and country laws to be of paramount importance when awarding or extending business with a supplier.

The group monitors suppliers against the ETI Base Code, which incorporates the International Labour Organisation codes of practice and was developed to monitor against the UN Guiding Principles on Business and Human Rights. These principles underpin and strengthen our commitment to the workers in our supply chain, workers in the global community and employees of Dimensions, Alexandra and Yaffy.

We have a robust risk based approach to enable us to identify forced labour, slavery, and human trafficking in our supply chain. These include:

1. Vendor Appraisal: Internal review of supply chain risk based on completion of Supplier Guidance Document and supplier risk assessment. This risk assessment is conducted prior to awarding business to a supplier or renewal of business. As members of Sedex (Supplier Ethical Data Exchange), we use their Risk Assessment tool to generate supplier scores. These are determined by business ethics, environmental risks, health and safety of the site, labour risk, and an inherent risk rating which comprises of country, product area, sector profile and site function. Using this tool, the score allows us to identify the likelihood of risk occurring in our supply chain, and provides analysis on manufacturing sites to determine whether a higher level of monitoring is required.

2. Audits: Third party audits conducted on an announced, semi-announced or unannounced basis. We audit to SMETA (Sedex Members Ethical Trade Audit)

We commit to reassess our stockists to ensure all have completed their self-declarations and commit to working alongside our CSR requirements by June 2018.



3. Key Performance Indicators: The business has accountability towards assessing supplier standards. A quarterly review on supplier performance based on various internal indicators is used to determine supplier risk, and to ensure suppliers meet our requirements. KPI measurables occur through indicators ranging from audit corrective actions to supplier scorecards and quarterly business reviews.

Our strategic suppliers will have achieved above 70% on their WCA scores by June 2018. This means issues found during audit are classified as minor. A WCA is a scored audit conducted by our audit partners.

The executive team has responsibility for ensuring the above mentioned business practices are carried out and implemented into our supply chain. Adherence to this statement is monitored on a quarterly basis.

Our business will not endorse any form of forced labour, bonded labour, involuntary prison labour, slavery, or human trafficking. For more information on our business, please see our websites:

<http://www.dimensions.co.uk/> <http://www.alexandra.co.uk>

4 Pillar standards and incorporate a WCA (Workplace Conditions Assessment) to generate a score to determine risk levels at the supplier site. These audits and assessments are monitored against the ETI Base Code and country laws. Where a code and law differ, the auditor will report against the code / law which affords the worker the greatest protection. Our own employees will conduct walkthrough audits on site when in country. We have a team based in Bangladesh which has constant presence in our manufacturing sites. It is responsible for ensuring key social and ethical policies which relate to forced labour are being adhered to. Our audits are conducted on an annual basis. Where extra monitoring is required, our compliance team will conduct site visits and follow-up audits will be scheduled to the time frame specified by the third party audit company. Suppliers are supported through their corrective actions and are required to upload these through Sedex.

Our key fabric manufacturers will have been audited to WCA standards by June 2018.

4. Training: Employees have been trained on the core principles of our ethical business practices. This includes employees from directors through to commercial leads, from designers to customer care. Workshops, external training and presentations are delivered on a regular basis. Slavery and human trafficking is covered in these methods. We are actively involved in a range of collaborative programmes to enhance employee awareness on this issue, such as the ETI ran Buying Ethically programme and Modern Slavery in the Supply Chain programme.

By December 2017, the majority of our purchasing department will have attended the ETI Buying Ethically training course.

PROCUREMENT POLICY

We expect suppliers to act responsibly in all areas of business activity and to adopt and apply standards that are consistent with our internal standards on social, ethical and environmental issues, with the 9 point base code and with the Modern Slavery Act 2015.

General

We expect suppliers to:

- Act in compliance with relevant laws and regulations.
- Adopt requirements similar to those contained in this Code for their own suppliers, where necessary.



Employment is freely chosen



Child labour shall not be used



Regular employment is provided



No discrimination is practiced



Living wages are paid



Working hours are not excessive



Working conditions are safe and hygienic



Freedom of association and the right to collective bargaining are respected



No harsh or inhumane treatment is allowed

Ethical

We expect suppliers to:

- Prevent unfair, unreasonable and unethical business practices.
- Prevent the use of any form of bribery or improper offers to or from employees or organisations.
- Respect confidentiality and protect confidential information.
- Acknowledge the interdependency between business and the communities in which they operate in order to minimise the negative impact of core business activities.

Diversity

Our business is committed to placing equality, diversity and fairness at the heart of our values, policies and everyday practices. We expect suppliers to support this by promoting fair participation and equality of opportunity for all their employees and job applicants, and by providing an environment in which all individuals are able

to make best use of their skills, free from discrimination or harassment. Suppliers will be required to demonstrate their commitment to, and deployment of, appropriate policies and processes promoting equality, diversity and fairness as part of supplier selection and on-going supplier performance management.

Modern Slavery

We expect our suppliers and subcontractors to implement and enforce effective systems & controls to ensure that slavery and human trafficking do not take place anywhere in our supply chains. We work with

suppliers to evaluate human trafficking risks and slavery risks in our supply chain, and our risk based supplier audit process covers safety, slavery / forced labour, child labour and other legal requirements.

POLICIES AND CODES OF CONDUCT

Recruitment

As part of a structured recruitment procedure, we complete Right to Work checks in accordance with the Immigration Act 1971. Further to which, we would like to ensure that all employees are granted the right to work in the UK for the duration of their employment, as well as being of the correct legal minimum age to work in the UK.

Wherever an employee is under the age of 18 an additional Young Person's Risk Assessment is completed. This concerns all Entry Level Apprentices and any Work Experience students with which the company may engage.

Our business currently operates a Preferred Supplier List for all recruitment agencies used. This Preferred Supplier List was generated on 1st January 2017 and will take effect for 3 years. All recruitment agencies have been asked to provide the group with information on their adherence to the principles of the Modern Slavery Act. Failure to provide such information would lead to removal from the group Preferred Supplier List.

We aim to adopt a strategy to audit recruiters on the Preferred Supplier List who currently turn over in excess of £36m in accordance with the Act.

Pay

All employees are paid in accordance with the National Living Wage requirements. Employees who are

undertaking a National Apprenticeship are paid in line with the current government Apprentice Pay legislation.

Working hours

All employees are provided a number of contracted working hours; we do not currently operate a zero hours contract for any of our employees. Contracted working hours are a maximum of 40hrs per week. Employees are given the option to 'opt out' of the Working Time Directive (date), however we continue to adhere to

the government's recommended guide of 11 hours between each working shift. Wherever an employee is under the age of 18, a Young Person's Risk Assessment is completed. This Assessment highlights the separate minimum rest guidelines which must be adhered to with regard to working patterns.

Discrimination

Our business adopts an equal opportunities and diversity policy which is designed to ensure that, as a minimum, our organisation complies with its equality obligations under anti-discrimination legislation. We also extend the scope of the equal opportunities policy to cover groups and categories that enjoy different levels of statutory

protection from discrimination. We wish to apply our policy more generally to our business, for example, to extend equality of opportunity to customers or users/beneficiaries of our services where these same basic principles apply.

The aim of this policy is to communicate the commitment of the Executive Chairman, Executive Board and senior management team to the promotion of equality of opportunity and diversity with the business.

It is our policy to provide employment equality to all, irrespective of:

- Gender, (including gender reassignment)
- Marital or civil partnership status
- Having or not having dependants
- Pregnancy/maternity
- Religion or belief
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age
- Work Role/type (including part-time workers, fixed term contracts and those in Trade Unions)

We are opposed to all forms of unlawful and unfair discrimination or victimisation. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the above grounds.

Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

Our equal opportunities and diversity policy applies to all those who work for the company and the following groups or categories:

- Job applicants and potential applicants
- Contract and agency workers
- Trainees and students on work experience or placements
- Volunteer workers
- Former employees

Employee Voice

We are committed to:

- Promoting equality of opportunity for all persons.
- Promoting a good and harmonious working environment in which all persons are treated with respect.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice.
- Complying with our own equal opportunities and diversity policy and associated policies.
- Taking lawful affirmative or positive action, where appropriate, regarding all breaches of equal opportunities and diversity policy as misconduct which could lead to disciplinary proceedings.

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the group's grievance procedure (this also incorporates our harassment procedure). All complaints of discrimination will be dealt with seriously, promptly and confidentially.

We recognise that our employees may wish to be affiliated with a Trade Union of their choice and as such we respect their right to do so.

Employee committees are active within the Logistics Centre and Alexandra, Thornbury. An additional employee committee shall be in place at the Castle Donington site by 2018. Employees who are in attendance at these committees are representatives as elected by their respective departments. The employee forums are designed to allow for an employee voice within the organisation and to address a variety of issues around working environments, suggestions for working practice improvements and day to day Health and Safety issues.

The board of directors of MWUK Ltd delegated approval of this statement on its behalf to the Executive Chairman and Managing Directors of the company.

Stuart Graham
Executive Chairman
MWUK Ltd
July 2017

Hayley Brooks
Managing Director
Dimensions
July 2017

Martin Lyne
Managing Director
Alexandra
July 2017

Tony Goldberg
Managing Director
Yaffy
July 2017