

REISS

MODERN SLAVERY STATEMENT 2024-25

This statement has been published under the Modern Slavery Act 2015 and California Transparency in Supply Chains Act 2010. It sets out the approach adopted by Reiss Limited ('REISS') during the financial year ended 25 January 2025, to identify, prevent and mitigate modern slavery in its operations and supply chains.

OUR COMMITMENT

Reiss is committed to delivering enduring style and quality and continuously developing the ethical and sustainable management of our business. Our Environmental, Social and Governance (ESG) approach is published [here](#).

Reiss recognises all internationally recognised human rights principles, including the Universal Declaration of Human Rights, and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. As a responsible business we take our responsibility to uphold human rights very seriously and we are committed to ensuring people are treated with dignity and respect throughout our operations.

There is no place for forced labour and exploitation in our operations. We will work tirelessly to identify, prevent and eradicate exploitation in all its forms, in accordance with the UN Guiding Principles on Human Rights.

Our statement outlines the actions we have taken and will continue to take to ensure Reiss prevents incidence of Modern Slavery within our supply chains and business. As part of our Environmental, Social and Governance commitments, we support the transparency in supply chains provision (Section 54) of the Modern Slavery Act. We recognise the reality of these issues for all concerned, and we have established measures to identify the risks that Modern Slavery presents to our business and to our workers.





KEY ACTIVITIES IN 2024

Supply Chain Transparency

- We have fully integrated the Segura online traceability system into our product sourcing operations, enabling greater supply chain visibility.
- 100% of Tier 1 supplier factories and 489 Tier 2-5 facilities mapped and published on [Open Supply Hub](#).
- 88 Code of Practice (COP) audits performed over 10 countries.

Active Management and Remediation

- Screened top 20 non-stock suppliers and 100% of landlords for ESG / Modern Slavery criteria.
- Remediated a case of bonded labour at one of our Indian factories.

Training and Awareness

- New employee learning / internal communications platform rolled out with Modern Slavery and Human Rights policy guidelines.
- Quarterly briefing to senior leadership on due diligence progress, emerging human rights risks and mitigation activities (ESG Steering Group).
- Provided online Modern Slavery training for all Head Office staff and developed Modern Slavery guidance materials for store colleagues.
- Segura supplier platform provided updated guidance to suppliers.

Collaboration

- Quarterly collaborative learning sessions with NEXT Total Platform brands to share good practice and address challenges.
- Carried out online Supplier presentations in all sourcing countries.
- Collaborated with NEXT Code of Practice team to audit our Tier 1 factories and improve supply chain management.

OUR BUSINESS

Since its creation by David Reiss in 1971, Reiss has established a philosophy centred on creating design-led menswear, womenswear, childrenswear, and accessories.

Today, Reiss is a prominent business in the global fashion arena with products developed at our headquarters in central London. Reiss has an established global presence with 262 points of sale in 11 countries. We operate in the UK, EU, Ireland and North America, across 62 stores, 94 concessions, online channels, including wholesale and franchise stores. Reiss employs 1607 people including 426 in our Head Offices and 1181 colleagues in stores.

In February 2022, Reiss e-commerce operations were contracted to the NEXT Total Platform following NEXT's acquisition of a 51% stake in Reiss. NEXT increased its investment to 72% in September 2023 and 74% in June 2024.



OUR PRODUCT SUPPLY CHAIN

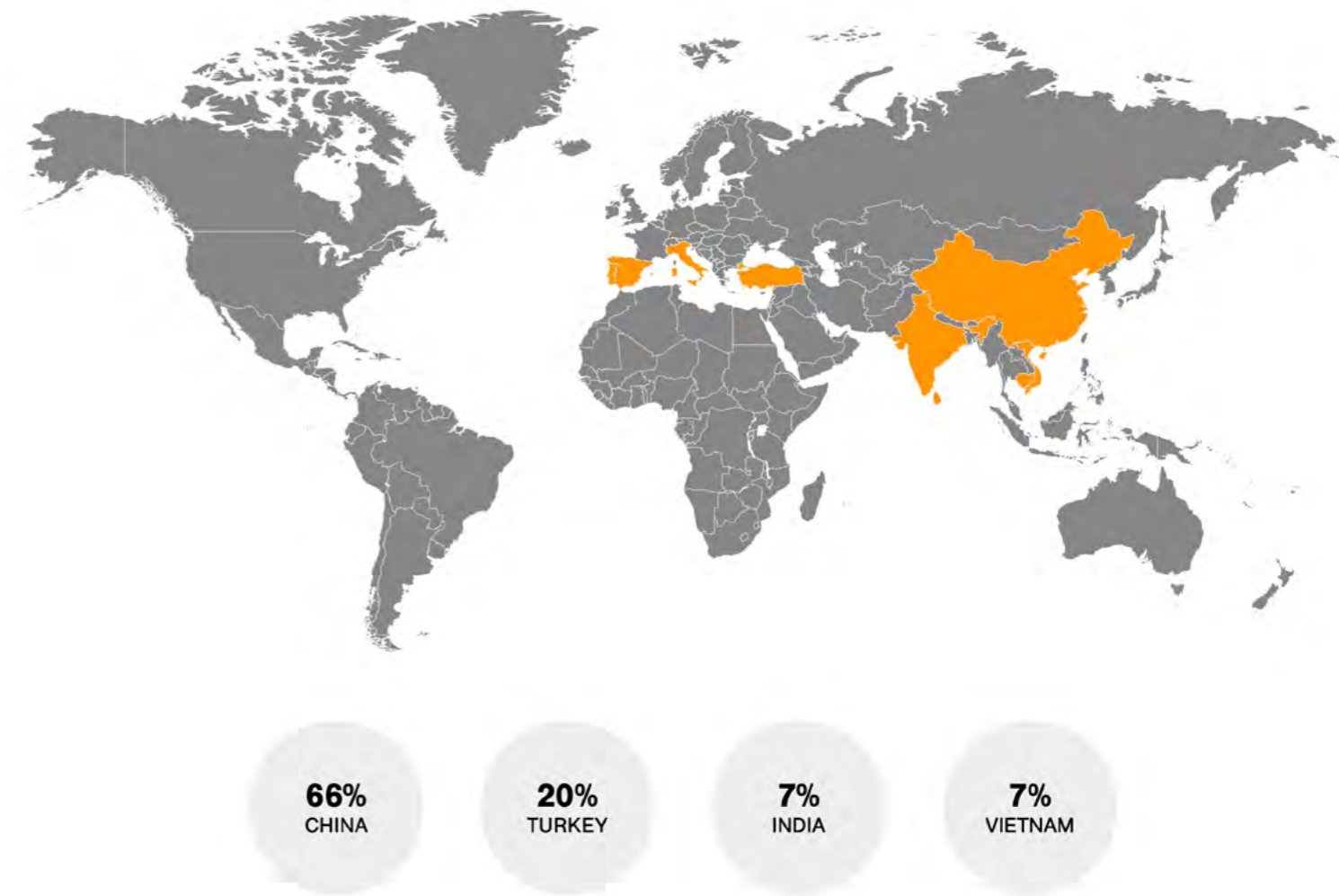
Reiss manufactures finished goods through a global network of third-party suppliers, and sources raw materials through the same network and through direct routes.

Our sourcing locations in 2024: Bangladesh, Cambodia, China, Hong Kong, Spain, Italy, India, Morocco, Sri Lanka, Turkey and Vietnam. During the reporting period we had 197 active Tier 1 product suppliers manufacturing in 14 different territories. In FY25 our top 4 sourcing regions represent 90% of our retail value. The four regions are China, Turkey, India and Vietnam.

Reiss recognises the importance of supply chain transparency in ensuring accountability, ethical sourcing and sustainable practices are upheld throughout the production process. The names and addresses, locations and process details of the manufacturing units used by Reiss are made publicly available at Open Supply Hub.

Lack of visibility in lower tiers of the supply chain significantly increases environmental and social risks. To address this, Reiss has implemented a programme to extend mapping in Tiers 2 - 5, ensuring greater oversight and accountability.

By prioritising certified sources of fibres and materials (such as cotton, wool, leather, and viscose) used in our products, we aim to further minimise these risks and ensure the ethical and sustainable origin of our materials. We believe this commitment to transparency is a key step in our ongoing efforts to manage the risk of modern slavery in our supply chains.



Reiss has been a member of the Ethical Trading Initiative (ETI) since 2017, beginning at Foundation level and becoming a full member in 2019. The ETI is an alliance of companies, trade unions and NGO's that promote respect for workers' rights around the globe.

HUMAN RIGHTS DUE DILIGENCE

In 2023 Reiss adopted the NEXT Code of Practice (COP) as a framework for supply chain due diligence and benefits from a wide network of in-country auditors, thereby significantly increasing our capacity to monitor labour conditions and identify issues of concern. We use an online supply chain mapping system which enables greater transparency and monitoring of supplier facilities. The system is used to track factories in our product manufacturing supply chains, and also to monitor the ESG performance of key suppliers of goods and services not for resale ('Non-stock' suppliers). This includes logistics, facilities and technology providers). We are dedicated to upholding human rights throughout our operations and supply chain, guided by the framework of the UN Guiding Principles on Business and Human Rights (UNGPs) to foster responsible and ethical conduct.

The NEXT COP auditing process delivers assurance that our suppliers and their factories understand their responsibility to comply with our ethical standards. Following audit by the Next COP team, factories are rated on a scale of 1 - 6, with facilities in Categories 1 - 3 considered acceptable to Reiss and the Next Group. [Category 1 = fully compliant, Category 2 = Low risk non-compliances, Category 3 = Medium risk non-compliances which can be remediated within a reasonable time frame]. Details of the COP Principle Standards and Auditing Standards are available [here](#).

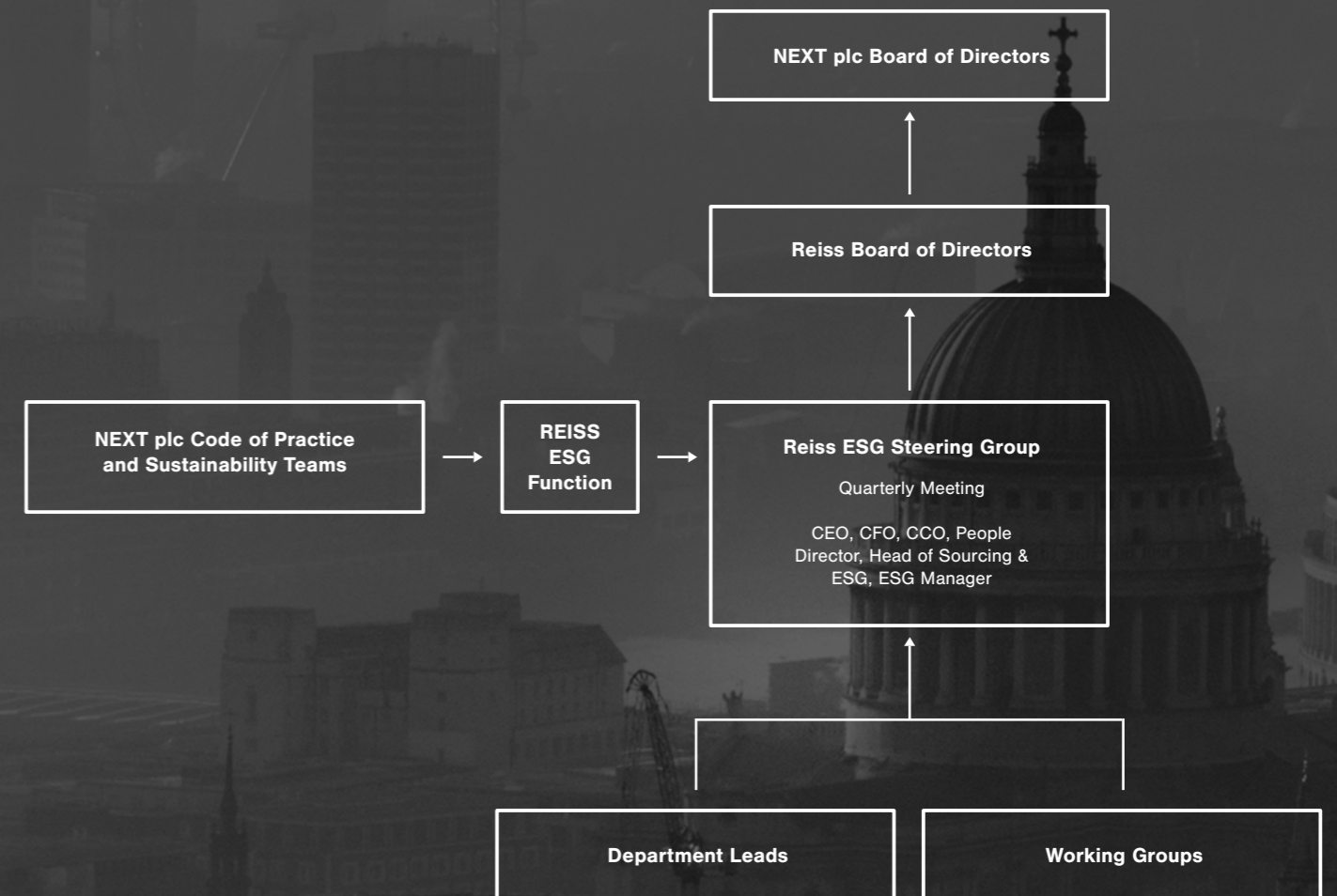
Supply Chain Due Diligence Progress in 2024

- 61% of Reiss supply base audited to NEXT Code of Practice (COP) standards during the year.
- Worked closely with the NEXT COP team to remediate 9 Category 4 and above issues.
- By January 2025, 95% of Reiss Top 20 suppliers were rated Category 3 or better (represents 39 factories producing 75% of Reiss product).
- 4 supplier conferences held online in 11 countries, attended by 170 supplier representatives.
- Carried out a review of the supplier operated grievance mechanisms available to workers in Tier 1 and Tier 2.
- Collaborated with NEXT COP teams and feedback platform Timby to establish independent feedback platforms for factory workers in Turkey and India, with three locations operational in 2024.

GOVERNANCE FRAMEWORK

Reiss has implemented a governance framework along with associated policies and processes to embed ESG across its business operation. The Reiss ESG Steering Group has oversight of ESG related matters, including the identification, mitigation and remediation of any breach of human rights, including Modern Slavery. The governance framework provides a robust structure to ensure accountability and oversight of social, environmental and governance issues, and ensures there is a process for identifying and mitigating human rights risks.

The Steering Group is made up of the Chief Executive, Chief Finance Officer, Chief Customer Officer, People Director, ESG Manager and other senior executives across the business, reporting to the Reiss Board of Directors, who in turn report to the NEXT plc board. Reiss ESG Steering Group is responsible for oversight and leadership of our ESG strategy, which is implemented by department leads and the Reiss ESG department.



POLICIES

Our core ethical trading policies align with the NEXT Code of Practice. Our supplier Code of Conduct for suppliers and sub-contractors follows international ethical trading standards, including the Ethical Trading Initiative Base Code outlined below:

- Modern Slavery is prohibited, and employment is freely chosen
- Child Labour will not be used
- Freedom of Association
- Working conditions should be safe and hygienic.
- Living wages should be paid
- Working hours should not be excessive
- No discrimination
- Regular employment is provided
- No harsh or inhumane treatment is allowed
- Migrants should be employed legally

Reiss maintains a framework of business policies that support these ethical standards and expectations. Policies that relate to human rights, third party relationships and modern slavery are published on our main e-commerce website here. These include:

- [Human Rights](#)
- [NEXT Code of Practice Principle Standards](#)
- Whistleblowing (internal)
- [Health and Safety](#)
- [Anti-Bribery and Corruption](#)
- [Trade Union and Collective Bargaining Policy](#)
- [Ethical Trading Policies \[Including Supplier Code of Conduct\]](#)

We also provide additional detailed policies to our supplier community via our Segura Supplier Management Platform covering specific supply chain issues including Human Rights, Animal Welfare, Environmental Standards, Forestry Products Sourcing, Raw Materials Sourcing.

We regularly review our policies to ensure they are robust, address any sourcing developments in the business, and meet changing legislation. Suppliers are consulted and informed of changes to our policies, which form part of the terms and conditions of our trading relationship. Reiss follows NEXT Code of Practice policies where relevant to ensure we are aligned to the Group approach in identifying modern slavery in our supply chain.



**IMPROVED SUPPLIER ONBOARDING PROCESS**

In 2024, we significantly updated our Supplier Onboarding Process to ensure clear communication of our expectations and enhance efficiency. All onboarding documentation is now exclusively available through our online system. As part of this streamlined process, suppliers are required to review and formally agree to our policies and Code of Conduct. This ensures suppliers are fully aware of our standards and expectations from the very beginning of our partnership.

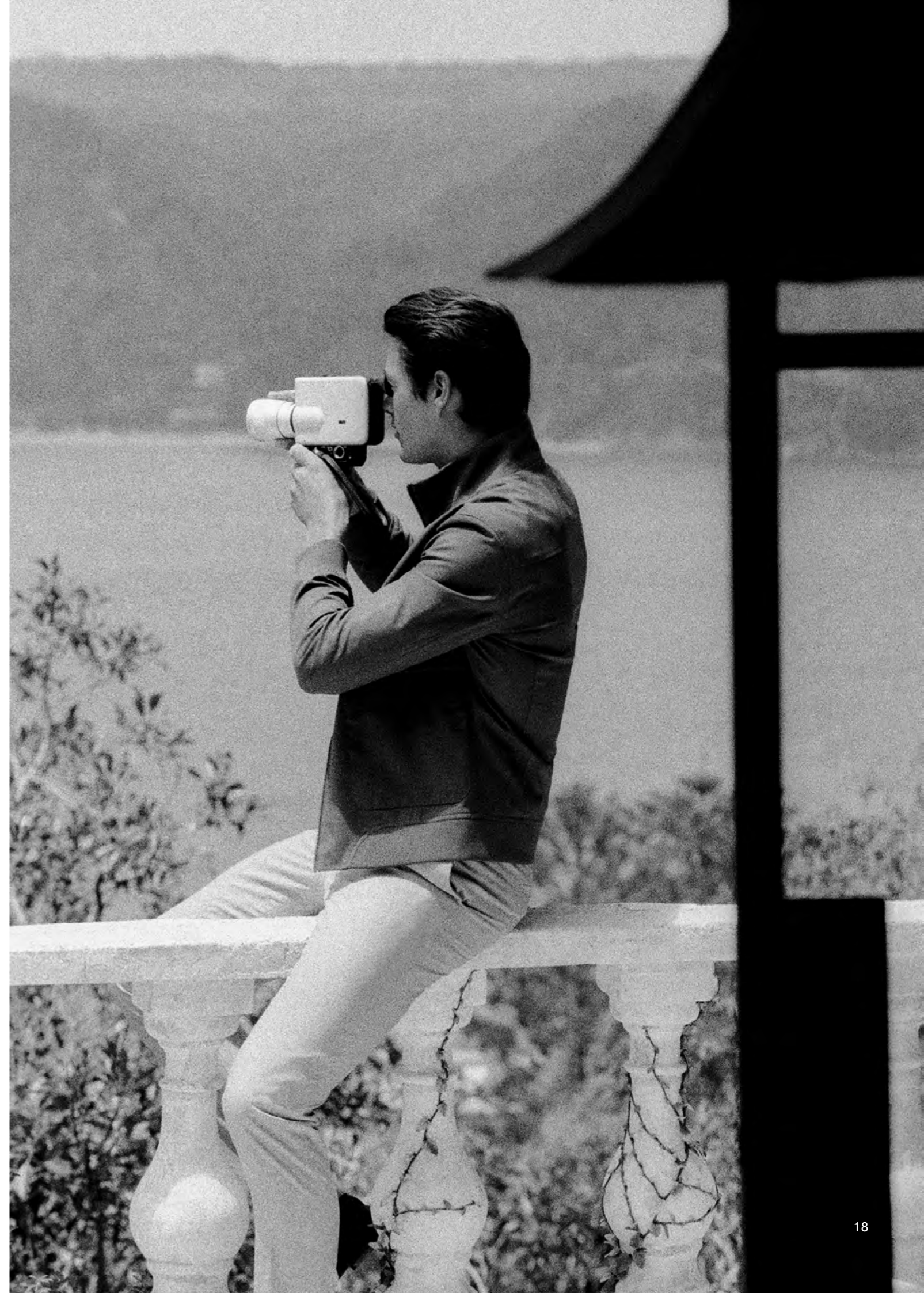
APPROACH TO ETHICAL TRADE AND MODERN SLAVERY

We have made meaningful progress in ethical trade over the past 12 months, with business investment in this area. Our Modern Slavery risks include unauthorised subcontracting, lack of visibility within Tiers 2-5 and specific country risks. For example, our human rights due diligence and supplier policy compliance work has a specific focus on China, where 61% of Reiss mapped facilities are located. The UN and human rights NGO'S have highlighted the systemic and widespread use of forced labour, particularly targeting Uyghurs and other minorities in the Xinjiang region. Reiss sourcing policies prohibit the use of forced labour, with the Xinjiang region of China highlighted to suppliers as a banned sourcing region.

RISK IDENTIFICATION AND MANAGEMENT

Reiss employs a multi-faceted approach to risk identification and management, ensuring a comprehensive understanding of potential vulnerabilities within its operations and supply chain. This begins with an overall sourcing risk assessment guided by the Sustainable Accounting Standards Board (SASB) framework. This provides a high-level view of material social and environmental risks and specifically references human rights and modern slavery risks. Reiss uses this high-level report to prioritise deeper risk assessment of specific country human rights and modern slavery risks. This deeper dive allows for a more nuanced understanding of geopolitical and socio-economic factors that could impact our supply chain. Furthermore, a granular, factory-by-factory risk assessment is undertaken through the NEXT Code of Practice due diligence programme, enabling us to identify and mitigate human rights risks at an operational level.

Reiss demonstrates a commitment to a holistic risk management strategy beyond traditional product-related concerns. The business is proactively expanding its scope to include the assessment of non-stock risks.





NEXT CODE OF PRACTICE COLLABORATION

Reiss is part of the NEXT plc Group which affords Reiss an opportunity to collaborate on Modern Slavery. We have worked with the NEXT Code of Practice team since 2023, to systematically audit, understand and improve the conditions across our supply chain. NEXT's auditors span our key sourcing regions working as part of the NEXT Code of Practice team visiting and improving our factories systematically. We have capability for 120 audits a year as well as follow up visits and audits.

The ESG team holds annual supplier presentations for each sourcing region to keep suppliers up to date and informed of Code of Practice processes, expectations and standards. These sessions allow for valuable conversations with our suppliers to understand each other's focus areas and improve ways of working together.

REISS AUDITS

As part of the NEXT Group, REISS works with the NEXT Code of Practice (COP) team - a group of 53 managers, ethical specialists, and auditors. Based in key sourcing locations worldwide, this team supports with auditing and supply chain risk. Their work is centred around three core pillars: auditing, engagement, and projects and programmes, including:

Maintaining Code of Practice Principle Standards – outlining the minimum expectations for suppliers regarding worker safety, human rights, working conditions, fair pay, freedom of association, reasonable working hours, the prevention of forced labour, and access to grievance mechanisms.

Implementing Corrective Action Plans (CAPs) - where instances of non-compliance are found. These plans are agreed with suppliers and factory management, with regular follow-ups to track progress. We are committed to helping suppliers improve but will not continue partnerships indefinitely where there is no clear effort to resolve concerns.

Training and supporting suppliers and factories - to ensure they understand and comply with our standards. Adherence to these expectations is a contractual requirement for all product suppliers.

To learn more about the Code of Practice approach, please refer to the NEXT Corporate Responsibility Report 2024/25 [here](#).

UNAUTHORISED SUBCONTRACTING

Unauthorised subcontracting presents a significant risk to the transparency of our supply chain and our commitment to combating modern slavery. We work closely with our suppliers to avoid unauthorised sub-contracting, supported by tools including clear, contractual terms, supplier policies, guidelines, and training as well as the option to implement financial sanctions on a repeat offender.

Over the past year, we identified three cases of unauthorised subcontracting. In each instance, we engaged with the suppliers to explain the risks and the importance of declaring all production sites, and we are confident they now understand and will comply. For example, our audit process revealed a supplier in Italy was using an undeclared site; we promptly addressed this with them, emphasizing the need for supply chain visibility. We've since onboarded the correct site and have had no further issues with this supplier.

Case Study: Addressing an instance of bonded labour

In December 2024, an audit of one of our factories in India uncovered an instance of bonded labour. It was discovered that a factory supervisor had charged some workers INR 1000 monthly as an "employment charge" for those they referred.

Upon identifying this, we immediately initiated a remediation process. We engaged in direct dialogue with the supplier to fully understand the root cause of the issue. We then collaborated closely with factory management to establish and implement an appropriate solution, providing continuous support to the supplier throughout this process. We are actively requesting and reviewing evidence and updates from the supplier to monitor the progress of the remediation and ensure its effectiveness.



NON-STOCK SUPPLIER SCREENING

In 2024, we distributed a questionnaire to all non-stock suppliers via our supply chain mapping provider, Segura. One of the main aims of this exercise is to understand how our non-stock partners manage and identify risk of modern slavery in their supply chains. This initiative reflects our recognition that non-stock supply chains may pose risk of modern slavery and related labour concerns.

In 2025, we will continue to monitor these risks and implement a dedicated Code of Conduct for our 'non-stock' suppliers of services and goods not for resale.





FORCED LABOUR

We continue to monitor developments regarding forced labour allegations in China's Xinjiang Uyghur Autonomous Region (XUAR) closely. Our Raw Materials Sourcing Policy prohibits the use of cotton from the XUAR, and we aim to source cotton from certified routes only.

As Reiss does not directly source raw materials, full supply chain traceability is a key focus. We collaborate with suppliers and industry stakeholders to enhance tracing methods up to Tier 5. We also partner with NGOs and multi-stakeholder initiatives like the Ethical Trading Initiative and the British Retail Consortium to share knowledge on challenges and solutions.

PROGRESS AGAINST OUR 2024 TARGETS

2024 TARGET	STATUS
Host four online Supplier Conferences, sharing the requirements of the NEXT COP and Reiss ESG standards	Achieved
Audit all active Tier 1 factories	Not achieved (audited 61%)
Target all existing factories to achieve NEXT COP Audit Category (CAT) rating of 3 or better	Ongoing
Streamline and update Supplier onboarding documents	Ongoing
Share and implement Reiss ESG policies with Suppliers	Achieved
Extend Modern Slavery training to include store teams	Achieved
Extend Purchasing Practice support for product teams and promote good practice through progression reviews	Partly Achieved (focused on on-time payments with the finance team)
Identify grievance mechanisms available to Tier 1 product suppliers and priority non-stock providers	Achieved
Publish a Reiss human rights policy	Achieved



NEXT STEPS

Reiss published a new Environmental, Social and Governance strategy and 21 commitments in June 2024. The following commitments incorporate actions to identify and mitigate Modern Slavery, with associated social and human rights related targets for 2024 listed:



COMMITMENT	TARGET	DELIVERABLE
Build sustainable supply chains that champion and uphold dignity, respect and ethical practice	Continue to engage with suppliers to embed human rights, ILO standards, ethical trade	Host 4 regional engagement presentations for suppliers
		Embed ESG principles into product team's supplier and factory trips and visits
	Reduce the number of non-compliant factories from 10% to 5% (Next COP Category 4-6)	Ensure 80% or more sites are audited annually (unannounced)
		Reduce number of Cat 4-6 rated factories from 10% to 5%
		Increase the number of factories rated at Next COP Category 2 or above by 5%
		Achieve all minimum criteria on the Ethical Trading Initiative's Corporate Transparency Framework
		Roll out new Supplier Handbook to all Tier 1 suppliers
	Improve new supplier and factory screening to embed Code of Practice standards	Ensure a Reiss ESG team member attends key internal sourcing meetings to assess sourcing patterns and monitor/raise any concerns on Code of Practice compliance
		Agree and roll out new supplier and factory onboarding timeline for product teams
		Issue Supplier and Factory onboarding process document to product teams
Continuously improve our approach to human rights in line with the UN Guiding Principles	Implement grievance mechanisms through Timby in Turkey and India within key Reiss factories in these regions	
	Conduct Supply chain risk assessments in top 3 sourcing countries using Risk Horizons and ETI resources to	Share risk assessment with senior leadership team
		Implement recommendations in ESG strategy and relevant business processes
Develop a Just Transition/Heat stress policy and strategy aligned with NEXT's activity in the area		

BOARD APPROVAL

This 2024-25 Statement is written by Reiss ESG Manager, approved by Reiss board members and signed by Malcolm MacDonald, Chief Financial Officer.

MALCOLM MACDONALD, CHIEF FINANCIAL OFFICER
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