

## MODERN SLAVERY STATEMENT FY21

This statement is pursuant to s.54 of the Modern Slavery Act 2015 and sets out JOSEPH Limited's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking within its own business and its supply chains.

This statement relates to actions and activities during the financial year 1st December 2020 to 30th November 2021.

As used in this statement, "modern slavery" encompasses the risks posed by forced labour, prison labour, indentured labour, bonded labour, debt servitude, state imposed forced labour and human trafficking, where coercion, threats or deception are used to intimidate, penalise or deceive workers, thereby creating situations of involuntary work and exploitation. Modern slavery may also be associated with the worst forms of child labour.

As part of the fashion retail sector, JOSEPH recognises a responsibility to take a robust approach to slavery and human trafficking and JOSEPH continued to take this responsibility very seriously throughout the coronavirus pandemic.

JOSEPH Limited is committed to preventing slavery and human trafficking in all activities, and to ensuring that its supply chains are free from slavery and human trafficking.

## COMPANY OVERVIEW

JOSEPH Limited is a subsidiary of Onward Holdings Co., LTD registered in Japan.

Onward Group focusses on "a world of fashion that gives refreshment and beauty to people's lives." Onward Group propose "fashions" suited to all kinds of life scenes. By creating new lifestyles and values, Onward Group aims to contribute to the enrichment of people's lives.

At the end of the financial year 2020, JOSEPH had approximately 233 employees, with approximately 110 of JOSEPH employees engaged in retail positions, and the remaining employees engaged in other aspects of our business. JOSEPH employees are based in the UK, Ireland and France.

JOSEPH is a contemporary designer fashion brand with a strong core of luxury essentials. The headquarters are based in London and the design studio and atelier are in Paris. Prime locations for the 11 standalone stores are in London and Paris. Three multi-brand stores in London offer JOSEPH luxury essentials alongside a carefully curated selection of the world's most relevant designers such as Celine, Saint Laurent, Fendi, Christian Dior and more.

JOSEPH designs and develops products for its own label "JOSEPH", as well as operating multi-brand retail stores offering an expert curation of designer brands. JOSEPH operates in top department stores and luxury multi-brand retailers around the world including Selfridges in London, Galeries Lafayette in Paris, Harvey Nichols in Dubai, Lane Crawford in China, and Tsum in Moscow.

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## SUPPLY CHAINS

JOSEPH sources products from over 10 international countries and has a supplier base of 18. The textile supply chain encompasses complex processes which takes place mainly outside of the company. JOSEPH has built a reliable network of experienced suppliers to provide high quality products for its customers.

JOSEPH product is manufactured in: France, Italy, Portugal, Bulgaria, Hungary, Romania, Lithuania, Morocco, Turkey, China.

All suppliers are provided with the JOSEPH Ethical Charter, which is held within the Production department, and outlines the terms of which suppliers are expected to adhere to. If, in any instance JOSEPH finds a supplier to be in breach of the Ethical Charter, JOSEPH takes full responsibility to work with the supplier to improve processes and procedures. Where no improvement is made, JOSEPH will end the supplier partnership.

JOSEPH's standard practice ensures a member of the production team visits all tier 1 suppliers in person. However, due to continued COVID-19 restrictions, in 2021, JOSEPH utilised external companies to issue quality checks.

Each of JOSEPH's suppliers are required to sign the Ethical Charter of JOSEPH Production for each season, which applies to all partners who manufacture products for JOSEPH Production, its subsidiary companies, divisions, affiliates, or agents. The Ethical Charter sets out the guiding principles that all JOSEPH suppliers must respect to be able to be partners with JOSEPH.

The general conditions of JOSEPH Production require that all suppliers ensure that no products delivered are manufactured by labour not respecting the core principles of the Conventions of the International Labour Organization (ILO) as well as the United Nations Universal Declaration of Human Rights, the local rules relating to the residence of foreigners, and, abroad, the local regulations in force and Human Rights principles. The Ethical Charter requires suppliers to take all measures necessary to ensure that their potential contractors or sub-contractors also observe these rules.

The suppliers authorise JOSEPH Production and/or its representative's permanent access to their buildings, even without prior notification.

Suppliers must employ their employees because of their capacity to carry out the work requested, independently of any other criteria.

Suppliers who are unable to comply with the Ethical Charter and Modern Slavery Policies by refusing to implement improvement strategies would have their contractual relationship with JOSEPH Limited terminated immediately.

## RISK ASSESSMENT

JOSEPH believes that the risks of modern slavery in JOSEPH Limited are remote as a result of the nature of the workforce and the locations of JOSEPH employees. While there are risks with third-party manufacturing, JOSEPH has established the Ethical Charter and Modern Slavery Policies to mitigate the risks of modern slavery in JOSEPH

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product supply chains. JOSEPH focuses its risk mitigation efforts on direct (tier 1) suppliers, since this is the level of the supply chain where JOSEPH believes that JOSEPH has the most influence and can therefore be the most effective.

## RELEVANT POLICIES

JOSEPH has developed its operational policies with the view of respecting, protecting, and remedying the human and labour rights of all that work on JOSEPH's behalf.

JOSEPH's core policies relating to JOSEPH's commitment to adopting the UNGPs (United Nations Guiding Principles on Business and Human Rights), to benefit all those who work on behalf of JOSEPH are listed below.

## ETHICAL CHARTER

JOSEPH is committed to ensuring that JOSEPH suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

The Ethical Charter sets out that regardless of the country of origin, suppliers must engage in professional, lawful and ethical treatment of their employees as per the laws stated by the International Organization of Labour and by the child labour laws set forth by the United Nations. Particular attention must be paid to the articles referring to the employment of minors under the age of 15 and to the employment of clandestine people.

For the purpose of assessing compliance, JOSEPH and/or its authorised representatives, agents or professional advisors must be given unaccompanied access without notice to the Factories at which JOSEPH goods and/or raw materials (whether in finished form or otherwise) are or have been manufactured, processed, cleaned, stored or otherwise dealt with. JOSEPH, its authorised representatives, agents or professional advisors must also be given unaccompanied access without notice to factory premises where any factory workers may reside.

## EMPLOYEE CODE OF CONDUCT

The Employee Code of Conduct defines the actions and behaviours expected of employees whilst employed by and representing the organisation. JOSEPH strives to maintain the highest standards of employee conduct and ethical behaviour in all our activities and managing its supply chain.

## WHISTLEBLOWING POLICY

We encourage all our workers, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to

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an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers, or others who have concerns can email [hr@joseph.co.uk](mailto:hr@joseph.co.uk)

## RECRUITMENT POLICY

We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency we use before accepting workers from that agency.

## DUE DILIGENCE

The Chief Executive Office and JOSEPH Board of Directors are responsible for ensuring JOSEPH meets its human rights responsibilities.

JOSEPH undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. Our due diligence and reviews include;

- All suppliers are provided with and expected to adhere to the JOSEPH Ethical Charter. In circumstances where a supplier breaches the Ethical Charter, the Company will work with the supplier to improve and where no improvement is made, the Company will end its partnership with that supplier.
- Audits are completed by our suppliers on the standards of their factories and a focus on slavery and human trafficking. These audits are less than 18 months old and are reviewed by the Quality Manager. Copies of these audits are maintained.
- Terminating business relationship with suppliers that fail to improve their performance in line with an action plan, seriously violate our Ethical Charter or fail to conduct the appropriate risk assessments that JOSEPH require.

## ADDITIONAL DUTIES AND NEXT STEPS

JOSEPH continues to take on the responsibility to remain transparent and accountable for where and how our garments are produced. This is echoed by our company value of integrity; 'How we treat our employees, make our product and the role JOSEPH play in the industry and the world is underpinned by an unwavering integrity. JOSEPH do the right thing, even when it is not the easy thing and we never cut corners or sacrifice on our quality or our products.'

JOSEPH understands that equality and compassion for all includes not only our employees but also our suppliers and customers, as they are key pillars to the success of our business. We will continue to hold ourselves to a high standard and be uncompromising in this rapidly changing industry.

The next steps JOSEPH will be taking include:

1. JOSEPH will continue its commitment to responsible practice across all areas of its business. Ethical and sustainable sourcing is a vital part of this commitment. The Ethical Charter sets out the minimum standards that JOSEPH requires its suppliers and their affiliates to uphold, in order to trade with JOSEPH.

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