

JOSEPH

Modern Slavery Statement 2021

This statement is pursuant to s.54 of the Modern Slavery Act 2015 and sets out JOSEPH'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.

Modern slavery encompasses slavery, servitude, forced and compulsory labour and human trafficking. Traffickers and slave drivers coerce, deceive and force individuals against their will into a life of abuse, servitude, and inhumane treatment.

As part of the Fashion Retail Sector, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking and we continue to take our responsibility very seriously during the coronavirus pandemic.

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

Organisational Structure

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 our 16 standalone stores: London, Paris and Tokyo. We are located on the most prestigious fashion streets of the world including Sloane Street and St Germain. Five multi-brand stores in London and Paris offer JOSEPH luxury essentials alongside a carefully curated selection of the world's most relevant designers such as Celine, Saint Laurent, Stella McCartney, Fendi 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. Over 450 top major department stores and luxury multi-brand retailers around the world including Selfridges in London, Galleries Lafayette in Paris, Bergdorf Goodman in New York, Lane Crawford in Hong Kong, and Tsum in Moscow.

Supply Chains

The textile supply chain encompasses complex processes which take 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
- Albania
- Lithuania
- Poland
- Turkey
- China

JOSEPH ensures a member of the team visit all tier 1 suppliers in person. All suppliers will be provided with a code of conduct, which are held with the JOSEPH Production department, whereby they are expected to sign and adhere to. If, in any instance JOSEPH find a supplier to be in breach of the code of conduct, JOSEPH takes full responsibility to work with the supplier to improve. Where no improvement is made JOSEPH will end the supplier partnership.

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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. It sets out the guiding principles that all our suppliers must respect to be able to be our partners.

The general conditions of purchase of JOSEPH Production require that all its suppliers undertake to ensure that none of the 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.

They require that the suppliers of JOSEPH Production take all measures necessary to ensure that their potential contractors or sub-contractors also observe these rules.

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

The suppliers of JOSEPH Production must employ their employees because of their capacity to carry out the work requested, independently of any other criteria.

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 our behalf.

JOSEPH's core policies relating to our 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.

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 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

Code of Conduct

The Employee Code of Conduct defines the actions and behaviours expected of employees when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

Supplier/Procurement Code of Conduct

We are committed to ensuring that our 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.

We work with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of our supplier code of conduct will lead to the termination of the business relationship.

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.

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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 Supplier Code of Conduct. In circumstances where a supplier breaches the Supplier Code of Conduct, 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 from our suppliers on the standards of their factories and a focus on slavery and human trafficking. JOSEPH claim these audits every 18 months and the next audits are due in January 2021;
- Terminating business relationship with suppliers that fail to improve their performance in line with an action plan, seriously violate our supplier code of conduct 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. The humanitarian crisis in Bangladesh illustrates how integral it is for suppliers to align with 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:

- 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 we require our suppliers and their affiliated to uphold, in order to trade with JOSEPH.
- JOSEPH has created a Sustainability Steering Committee. This long-term commitment will allow management to build ESG (Environmental, Social and Governance) as a process rather than a project.
- Once the Sustainability Steering Committee has been fully developed, training resources will be designed and delivered and will accessible for all JOSEPH employees. This training will allow the Company to further integrate a culture of sustainability.
- We will develop training, that accentuates our Modern Slavery Statement and Code of Conduct with JOSEPH Employees who deal closely with the factories. This will be mandatory for employees who travel abroad to visit our listed suppliers will also receive additional training, alongside the use of the Supplier Code of Conduct to ensure JOSEPH remain compliant with our responsibilities as a Company.