

Modern slavery statement for financial year 2019

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that the Joseph Group has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

This statement is valid for the financial year 2019.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Joseph has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

JOSEPH is a contemporary designer fashion brand with a strong core of luxury essentials. The headquarters are in London and the design studio and atelier are in Paris. JOSEPH has 29 stand-alone stores in key cities around the world, including London, Paris and Cannes, New York and Miami. The brand is also stocked in over 400 leading department stores globally.

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.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Anti-bribery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
4. Joseph Code of Conduct. This code explains the manner in which we behave as an organisation and how we expect our employees to act.

Our suppliers

The textile supply chain encompasses complex processes which take place mainly outside our company. Joseph has built over the years a reliable network of experienced suppliers in order to provide high quality products for its customers.

Each of Joseph's suppliers are required to sign the Ethical Charter of Joseph Production 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 in

Joseph Ltd.

order 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 Labor 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.

We have a full list of all our suppliers and a member of staff from Joseph Production has visited most of the factories over the past few years.

Training

We have conducted initial training regarding the Modern Slavery Act 2014 with Joseph Employees who deal closely with the factories. We will conduct further training with managers and staff over the next year.

Next steps

- Identifying, assessing and managing risk
- Further training for staff
- Develop an Anti-Slavery policy

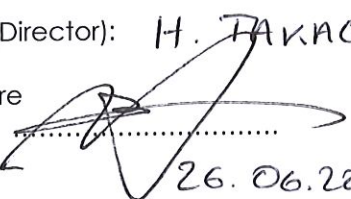
Approval for this statement

This statement was approved by the Board of Directors

Name (Director): H. TAKAGI

Signature

Date


.....
26.06.2019