

## STATEMENT FOR THE UK MODERN SLAVERY ACT

The s.Oliver Group takes its responsibility to ensure social compliance in its own business and its supply chain very seriously and therefore does not tolerate any form of slavery or human trafficking.

Pursuant to Section 54 of the Modern Slavery Act 2015, this statement outlines the steps taken by the s.Oliver Group in the 2018 financial year to ensure in the best possible way that modern slavery and human trafficking is not taking place in its own business or its supply chain.

### OUR ORGANIZATION

The s.Oliver Group was established by Bernd Freier in 1969. In only a few decades, it has grown into one of Europe's leading fashion companies. The operating business and the central functions are united in the s.Oliver Group (s.Oliver Bernd Freier GmbH & Co. KG) which is headquartered in Rottendorf, Germany. The company employs around 6,600 people worldwide. s.Oliver is a vertically organized company and controls the entire value-added chain from the development of the products through to their sale. It has its own sourcing organizations located in China, India, Indonesia, Bangladesh, Vietnam as well as Turkey. All the activities aim at meeting end consumers' needs and requirements. The collections are sold through the company's own retail stores, partner stores, the online shop at [www.soliver.com](http://www.soliver.com), indirectly through shop-in-shops, through wholesale areas and by mail order. s.Oliver is represented in more than 30 countries all over the world.

### OUR BUSINESS

s.Oliver inspires people around the globe with its international fashion. It brings together different lifestyles, which are expressed in the brands s.Oliver, s.Oliver BLACK LABEL and Q/S designed by. Monthly changing collections in each lifestyle world guarantee a high-level trend affinity and make the brand perceptible in its entire spectrum. The brand world is enhanced by eleven licensing lines, which are developed in cooperation with selected licensing partners. All brands of s.Oliver unify quality with the highest wearing comfort for an excellent price-performance ratio. That is what made s.Oliver a success story – fashion at affordable prices.

Besides the brands s.Oliver, s.Oliver BLACK LABEL and Q/S designed by, the company's portfolio also includes TRIANGLE, comma, comma CI and LIEBESKIND BERLIN.

### OUR SUPPLY CHAIN

Like most companies in the garment industry, the s.Oliver Group sources its products through a global supply chain, which is defined by a complex and dynamic structure creating various social challenges. In order to identify and tackle potentially critical issues and to ensure that business partners safeguard adherence to social standards within their own operations and supply chains, s.Oliver has a local Sustainability team in place for every sourcing agency.

## OUR POLICIES

The s.Oliver Code of Conduct for the Procurement of Goods provides the social standards which determine humane working conditions and build the groundwork for the responsible manufacturing of the company's products. The s.Oliver Code of Conduct is based on the human rights conventions of the United Nations as well as the core labour standards of the International Labour Organization, and refers to the respective national laws and regulations. It clearly states – among other principles – the non-acceptance of child or forced labour and any kind of slavery and human trafficking. This policy is an integral part of any contractual agreement between s.Oliver and its business partners. By signing the contract, business partners undertake to carry out the social standards defined in the Code of Conduct and assure its implementation within their supply chains.

## OUR DUE DILIGENCE AND RISK ASSESSMENT PROCESS

The essential element of s.Oliver's due diligence approach along the supply chain is its social compliance system. In order to ensure compliance with the standards established in the Code of Conduct, the company's internal Sustainability team regularly conducts audits at production units, identifying potentially critical issues and risk topics, and monitors the suppliers' performance regarding these issues. s.Oliver starts a new business relationship with a potential supplier only if the initial audit shows that the supplier and its production units comply with the requirements stipulated in the Code of Conduct. With regard to its own operations and for the purpose of safeguarding adherence to legal and internal standards, s.Oliver institutionalised compliance by setting up an internal compliance management system which includes a regulatory compliance officer, speak-up mechanisms and compliance training mandatory for every employee of the s.Oliver Group.

## OUR PROGRESS

The s.Oliver Code of Conduct for the Procurement of Goods has been revised and adjusted in 2018 in accordance with national and international requirements. It now specifically refers to the UK legislation and clearly states that all forms of modern slavery are prohibited. Moreover, it provides definitions of child labour, forced labour and human trafficking and outlines distinctly s.Oliver's position on these sensitive topics. s.Oliver's suppliers were instructed by trainings to execute these specifications in their supply chain.

In addition, s.Oliver works constantly on the improvement of its social compliance program in order to exercise human rights due diligence in all its activities. In 2018, the company has initiated a project for establishing a systematic and integrated due diligence management approach. The combination of different instruments will enable s.Oliver to identify and assess risks with in its deeper supply chain.

Rottendorf, March 27th, 2019



Bernd Freier  
Owner and CEO