

Slavery and Human Trafficking Statement

Introduction

Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

We are committed to preventing modern slavery in our supply chains. Colleagues are expected to report concerns, and our leadership team is expected to act upon them. We are not aware of any instances of modern slavery in our supply chain.

Organisation's Structure

Scottish Leather Group Limited, and its subsidiary operating company Scottish Leather Group Operations Limited, is a manufacturer of sustainable, luxury leather, and includes the brands **Bridge of Weir Leather** and **Muirhead**.

The group has its head office and manufacturing operations in the UK and China. The group has an annual turnover in excess of £80 million.

Our Business Policy

We have zero tolerance for slavery and human trafficking, and this is reflected in our **Anti-Slavery and Human Trafficking Policy**.

We expect all contractors and those in our supply chain to comply with our values. All department leaders are responsible for compliance in their respective areas of responsibility and for their supplier relationships.

Due Diligence

We have taken the following steps to ensure that slavery, human trafficking and exploitation is prevented from taking place in our business and supply chains:

- We are a member of the **Supplier Ethical Data Exchange (SEDEX)**, a membership organisation which supports reasonable and sustainable business

practices.

- We conduct a supplier approval process for our external contractors and suppliers and ensure they sign up to our **Code of Conduct**.
- We are a corporate partner of **Scotland Against Modern Slavery (SAMS)**.
- We conduct pre-employment checks including verifying identities and establishing right to work.
- We include training for relevant members of staff which covers:
 - Recognising signs of suspicious or non-ethical behaviours (including modern slavery and identifying victims of trafficking)
 - Bribery
 - Anti-competitive practices
 - Whistleblowing

Our Effectiveness in Combating Slavery and Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been in ensuring that slavery and human trafficking are not taking place in any part of our business or supply chains, in accordance with our commitment to the standards required by the **UN Global Compact (UNGC)**:

- Completion of business unit audits by directors and senior managers
- Use of labour monitoring and payroll systems
- Level of communication and personal contact with the next link in the supply chains, and their understanding of and compliance with our expectations
- Issuing of our **Supplier Code of Conduct**, explicitly referring to standards of employment, ethics, working conditions and modern slavery, for signatory approval across the entire supply chain (UK and internationally)
- Specific audits conducted in areas of priority and identified risk, with further audits planned for ongoing diligence and scrutiny

This statement is made pursuant to **section 54(1) of the Modern Slavery Act 2015** and constitutes the group's slavery and human trafficking statement for the financial year ending **31 March 2027**.



Nicholas Muirhead
CEO