

# Slavery and human trafficking statement

## Introduction from the Head of Innovation and Sustainability

Slavery and human trafficking remains 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. Staff are expected to report concerns and management are 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 Muirhead & Bridge of Weir. The group has its head office and manufacturing operations in the UK. The group has an annual turnover in excess of £100M.

## Our Business Policy

We have zero tolerance to slavery and human trafficking. We expect all contractors and those in our supply chain to comply with our values. All directors are responsible for compliance in their respective areas of responsibility and for their supplier relationships.

## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff regarding the components of our "Code of Conduct" and the standards to which they are required to apply. This includes training to observe for signs of suspicious or non-ethical behaviours (including signs of modern slavery and identifying victims of trafficking), bribery, anti-competitive practices, and whistle-blowing.

## Our Effectiveness in Combating Slavery and Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains, in accordance with our commitment to the standards required by 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;
- Our Supplier Code of Conduct, explicitly referring to standards of employment, ethics, working

conditions and modern slavery has been issued (UK and internationally) for signatory approval by the entire supply chain; and

- Specific audits are conducted in areas of priority and identified risk, with further planned for ongoing diligence and scrutiny.
- This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

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Scottish Leather Group Limited