



INTRODUCTION

Hylo Athletics is committed to advocating for and promoting good labour practices and protecting human rights at every level of our operations.

We are aware that due to increased globalisation, socio-political conflicts and the complexity of our economy, the industry and the supply chains we operate in, modern slavery poses a risk to every business. We aim to do everything within our reach to make sure modern slavery is eliminated.

This statement is released in compliance with Section 54 of the UK Modern Slavery Act 2015. It constitutes our statement for the financial year of 2020/21.

DEFINITION OF MODERN SLAVERY:

The term 'Modern Slavery' describes the crimes of human trafficking, slavery and slavery-like practices such as servitude, forced labour, forced or servile marriage, the sale and exploitation of children, and debt bondage. All the mentioned scenarios involve one person depriving another person of their autonomy, to exploit them for personal and/or commercial gain.



ORGANISATION STRUCTURE AND SUPPLY CHAINS

ORGANISATION

Hylo Athletics is a UK based performance sportswear brand with its head office in London. Hylo was founded in August 2020 and is a direct to consumer e-commerce brand. Hylo places an emphasis on a materials-first approach to create performance products.

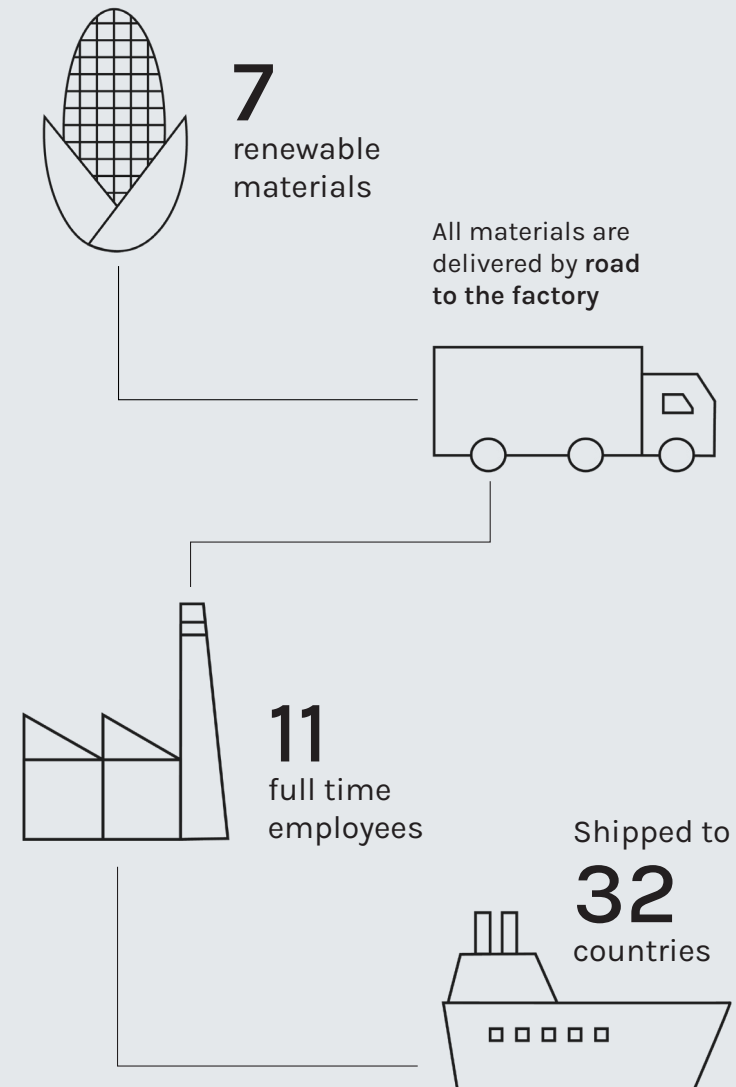
We were founded and continue to operate on a set of principles which are laid out in our 'Hylo for Planet.' Our mission is to use materials science innovation to reduce reliance on petroleum-derived materials, making performance products in a better way.

COMPANY OVERVIEW

Hylo directly employs 11 people full time and is based in London. Our products are produced and manufactured in partnership with a number of carefully selected supply chain partners located in China, Italy and Spain. To date we have shipped to 32 countries.

OTHER SERVICES

Next to our product partners, we work together with other organisations for the packaging, shipping and distribution of our products. We further outsource certain services, these include our office space, legal and financial processes.



RELEVANT POLICIES

As we grow, we continuously strive to do what is right for Planet and people. This is why we constantly introduce new policies and initiatives to reduce our negative impact while increasing our positive impact.

HYLO SUPPLY CHAIN STANDARDS

By putting words on paper and sharing our policies with the relevant supply chain partners we can set a mutually agreed upon baseline for our collaboration and ensure we work with people and organisations that share our values. Our Supplier Chain Standards (the Standards) outlines our impact principles and lays out the key requirements suppliers have to meet to collaborate with us. Before entering any formal agreement with a manufacturing party we want to do our due diligence and ensure that our Standards are recognised and implemented throughout our supply chain. By reading and signing the Standards, our business partners agree to abide by the principles set out in the Standards.



DUE DILIGENCE PROCESSES

GOVERNANCE

At the highest level the responsibility to meet ethical trade requirements and upholding our internal social standards lie with the Managing Director and Board. The Product and Impact team are responsible for implementing and upholding our standards as well as reporting breaches thereof in our daily operations. They directly report to the Managing Director.

Social Impact encompasses both the positive and negative effects our operations have on people. To maximise the good impact while reducing the bad we engage in ethical trading practices and work to conduct our business responsibly. We are constantly learning and introducing policies and practices which help us to formally align our values with the day to day processes.

LEGAL REQUIREMENTS

We expect all our suppliers and manufacturing partners to respect all applicable laws (local and (inter)national), regulations and prevailing industry standards. If the content outlined in our Code and/or Modern Slavery Act Statement differs from national laws and/or other applicable regulations or standards, the most protective of these shall be followed.

STAKEHOLDER ENGAGEMENT

We work closely with our manufacturers to conduct audits and regularly consult industry experts to ensure we act in the best interest of everyone involved. As an active member of the Sustainable Apparel Coalition (SAC) we will be conducting regular assessments of our manufacturers and will work closely with them to implement improvements and new initiatives where needed.

As we grow, we aim to engage and seek advice from a broader range of industry players and third party organisations to ensure the wellbeing and safety of every single worker involved in creating our products.

SUPPLY CHAIN MAPPING

Untangling and understanding our supply chain, who we work with and having the full picture of what it takes to manufacture our products is a continuous effort. We are still maturing but as we grow we aim to never lose sight of the important role transparency and traceability play, while increasing our efforts in adopting and shaping best industry practices.

To increase transparency, and with it accountability, we have registered a Brand Account on the Open Apparel Registry.

	DEFINITION	WHAT DO THEY DO?	VISIBILITY	ACTIONS
TIER 1	Final product manufacturing and assembly (or Finished Goods Production)	They take all the separate components and assemble them into one final product	Complete visibility	We are currently working with our suppliers to conduct audits using the industry wide recognised FEM module created by the SAC
TIER 2	Material or Finished Component Manufacturing	Supply components and other materials that your Hylo's	Complete visibility	Have all Tier 2 suppliers sign our code of conduct.
TIER 3	Raw material processing	Spinning, weaving and dyeing	Partial visibility	We are working on increasing visibility of our tier 3 suppliers
TIER 4	Agriculture and extraction	Growing and harvesting	Limited visibility	We are working on increasing visibility of our raw material suppliers.



RISK ASSESSMENT, MANAGEMENT AND TRAINING

	THE RISK	ACTIONS
CHILD LABOUR + YOUNG WORKERS	Some manufacturers might not have effective age verification processes in place. Most Hylo sourcing countries pose a risk in this aspect.	Together with our auditing partner we have and will continue to audit our suppliers to ensure compliance to laws and human rights addressing child labour and the employment of minors.
WORKERS REPRESENTATION + INVOLVEMENT	The ability to form and engage with unions and other bodies representing workers interests and rights is crucial in increasing their ability to bargain and collaboratively work to improve their working environment and conditions. Certain players within the fashion industry have been known to stand in the way of such organisations and with it hinder progress.	Through regular auditing and adherence to the guidelines set out by the Sustainable Apparel Coalition (SAC) we actively work to ensure that all our suppliers allow and encourage their workers to form and participate in activities and bodies that work to increase workers representation and involvement.
WORKING HOURS + OVERTIME	Besides being compensated for their regular working hours, employees must be compensated for any overtime. In addition, employees must not be made to accept too many overtime hours.	By conducting audits focused on social compliance, we ensure that all workers are paid for the hours they work and get time to rest and recharge.
TRANSPARENCY + TRACEABILITY	The industry is notoriously opaque and increasing transparency and traceability is a long process. The lack of visibility across the supply chain makes it difficult for brands to identify and mitigate risks.	We are looking to work with innovative organisations which will allow us to increase our visibility of our supply chain and achieve full visibility of our tier 1 to tier 4 suppliers by XX.



MAKING STEP-BY-STEP CHANGE

Being accountable is a key part of sport, a key part of business and vital in our efforts to make better decisions for People and Planet. Social compliance is an integral part of our impact framework. We regularly work to optimise the framework and step up to the responsibility we hold to safeguard the people within our value chain.

As a brand we are committed to only engage in practices that benefit all stakeholders. We will be introducing checks and balances internally and developing training for key staff members on human rights, modern slavery and due diligence.



