

# THE ROW

## THE ROW'S MODERN SLAVERY ACT STATEMENT FOR FISCAL YEAR ENDED 31 DECEMBER 2022

### 1. INTRODUCTION

The Row is opposed to all forms of human trafficking, slavery, servitude, and forced or compulsory labor. We do not condone any such acts within our business and supply chain.

This statement is prepared pursuant to the UK Modern Slavery Act and is made by TR Apparel, LLC, The Row Worldwide, Inc. and The Row UK Holdings Limited (collectively “**The Row**”, for the purposes of this statement).

### 2. THE ROW'S BUSINESS

The Row is headquartered in the State of New York, United States of America. The company was founded in 2006 and, since its creation, has operated as a luxury fashion house selecting exceptional fabrics and raw materials. The Row reflects a sense of relaxed and timeless elegance, focusing on fine fabrics and the perfect fit. Part of The Row's mission is to support high-end fashion manufacturing in the US.

Our employees are based in the United States, the United Kingdom, Italy, France and Japan. We operate three physical retail stores in New York City, Los Angeles and London as well as an online store that ships to a number of countries.

### 3. POLICIES APPLICABLE TO OUR BUSINESS & EMPLOYEES

The Row expects all employees to uphold the highest ethical standards, consistent with our core values and policies. Our expectations of employees are set out in our Employee Codes of Conduct.

The Employee Codes of Conduct place honest and ethical conduct at the heart of each employee's obligations: mandating compliance with applicable laws, rules and regulations. The Row is firmly committed to providing equal opportunities in all aspects of employment, and will not tolerate discrimination, harassment or retaliation of any kind. It is The Row's policy to conduct all of its business in an honest and ethical manner.

Employees are encouraged to report ethical or legal violations in confidence to our whistleblowing line.

### 4. SUPPLIER CONDUCT

The Row's products are manufactured primarily in Italy and the United States, with warehouses in Italy, the United States and Japan. We have worked with a number of our suppliers for many years and have long-standing and close relationships with them.

Our Supplier Code of Conduct sets out the high standards of business practice that we expect from our suppliers. The Code requires all suppliers of The Row to respect human rights and to ensure that they treat

their employees fairly, respectfully and with dignity. We reserve the right to end any business relationship that does not meet the high standards set out in our Supplier Code of Conduct. When onboarding new suppliers, our team may conduct in-person inspections to review the potential supplier's business practices.

We consider the overall risk of modern slavery and human trafficking occurring within our own business to be low. However, we recognize the importance of supply chain due diligence, and we continue to monitor and evaluate opportunities to strengthen our practices.

## 5. CONCLUSION

Our efforts in tackling modern slavery and human trafficking are ongoing, and we will continue to consider our policies and oversight of these important issues in the year ahead.

This statement is made pursuant to the UK Modern Slavery Act and constitutes The Row's slavery and human trafficking statement for the financial year ending 31 December 2022.

This statement was approved and adopted by the Board of Directors of TR Apparel, LLC on JUNE 20 2023, and is signed on its behalf.

Name: Ashley Olsen

Signature: 

Date: June 20, 2023