

LYLE & SCOTT MODERN SLAVERY STATEMENT

INTRODUCTION

Lyle & Scott Limited are committed to respecting and protecting the human rights of all persons working directly or indirectly with us. We are committed to conducting all our business relationships with social and environmental responsibility. We ensure measures are in place so that we behave ethically, sustainably and with integrity and identify and prevent human rights risks, slavery and human trafficking. This statement has been published in accordance with the Modern Slavery Act 2015. It details actions we have undertaken during financial year 2022/2023 (from 1 April 2022 until 31 March 2023) to prevent modern slavery and human trafficking throughout our business and supply chain and outlines our plans moving forward.

OUR BUSINESS

A modern-day British icon, Lyle & Scott was founded in Hawick in 1874. During our 149-year history, the brand has continually evolved. From in-house manufacture of the finest quality knitwear, to collaborating with the chicest fashion houses around the world, there is little we have not seen or done. In more recent times, through the worlds of Fashion, Sport and Music, Lyle & Scott has grown to become a globally recognised, British premium clothing brand with a diverse consumer base. Every garment we make is finished with the Eagle, our seal of quality and integrity which also reflects the strong ties that Lyle & Scott has to the world of golf. In 2023 we launched our Kits for Clubs campaign which aims to put our Eagle on football teams across the world by combining fashion, football and product developed for performance. Lyle & Scott designed kits will be provided free of charge to grassroots football clubs globally to support the development of local teams and their communities. Our vision is for every person in the world to proudly own a piece of Lyle & Scott.

Lyle & Scott brings together 153 employees across our London head office, Scottish office and UK outlet stores. We have a growing international distribution network with a developing retail presence, consisting of UK outlets, franchise stores and franchise outlets. We are also excited to be opening our first owned and operated outlet store in Netherlands due to open towards the end of 2023. We are developing our direct-to-consumer business model and our online retail presence to reach out to a further global audience. Our vision in developing our retail, online and direct-to-consumer presence is driven in part by taking more ownership and control of our logistics and operations which will assist in ensuring best practice in our corporate social responsibility, including the protection of human rights as set out in this statement.

SUPPLY CHAIN RELATIONSHIPS

We work in partnership with the members of our supply chain. The closeness of our relationships makes it easier for us to ensure that the work we ask them to do is carried out in the right way and helps us solve issues when they arise. We manufacture our garments in a small number of factories in Italy, Bangladesh, India, China, Turkey, Vietnam and Tanzania. The Lyle & Scott Social and Ethical Compliance Manual defines the standards by which all members of our supply chain must abide. These standards are at the core of our business and reflect the trust and expectation of our customers, that when they buy our product, they are not only buying quality product but also that it has been manufactured in factories that uphold ethical labour practises and human rights standards.

We believe that all workers should be treated with respect and dignity, and not be subjected to any form of harassment or abuse. Lyle & Scott require all suppliers to ensure and demonstrate that

proper labour practices and human rights standards are upheld and that all pertinent national and local laws are being followed. In addition to the legal requirements, our standards include;

VOLUNTEER LABOUR

All Facilities shall practice their employment activity in a legal & voluntary way and workers must accept their employment voluntarily. No facilities shall employ prisoners or support forced labour. All employees are free to leave the factory grounds.

NON-CHILD LABOUR

All employees in the facilities must be older than the youngest working age as prescribed by the law in the host country. Facilities shall prevent children or young workers from exposure to hazardous, unsafe, or unhealthy working and living conditions.

LEGAL WAGE & COMPENSATIONS

All employees including apprentices or those still on probation must receive the legal minimum wage. Employees must receive overtime pay for all work in excess hours unless a lower number of hours in the working week are designated by local law or by legal collective agreement with the employer. All employees must be paid at least the minimum wages excluding any legal overtime pay as dictated by the laws of the host country after a normal working period. Facilities shall always meet employee's basic living requirement in compensation. Employees must also receive all benefits required by local law. If the regulations for wage & compensation are greater than Lyle & Scott standards, those standards of the host country shall apply.

WORKING HOURS

Lyle & Scott prefers doing business with those factories whose standard workweek (we define workweek starting from Monday and ending with Sunday) is 48 hours and standard daily work hours is no more than 11 hours under normal load conditions, and who do not require their employees to work more than 60 hours in 1 week (Including Overtime) and more than 12 hours a day during occasional peak load conditions. If there is a lower local legislative limit, then this must be complied with. Employees are not forced to work any overtime; employees are not forced to work more than 6 consecutive days without having a full day off (at least consecutive 24 hours). If the local government designates a lower number of maximum working hours, the local standards shall apply.

NON-DISCRIMINATION

Any acts of discrimination in hiring, promotion, compensation, work assignments or continuing employment based on race, caste, national origin, religion, disability, gender, sexual orientation, marriage status, union membership, social origin, political opinion or any other action having nothing to do with individual skills or ability will not be tolerated.

DISCIPLINE

Discipline for any reason is to be done only with the full compliance to local laws, Labour Contract and legal factory regulations, and in no instance, shall involve corporal methods. Any form of physical, sexual, physiological, or verbal harassment or abuse will not be tolerated. FREEDOM OF ASSOCIATION Facilities shall respect all rights of workers to organise or join a union of their choice and to bargain collectively. Facilities shall ensure that representatives of such unions or organisations are free of discrimination such as in hiring, promotion, compensation, work assignments or continued employment.

LEGAL REQUIREMENT

Facilities shall certify that they are in full compliance with all national and local laws, rules and regulations relevant to their business operations, including those related to labour practices, human rights, health, safety and the environment.

LABOUR AGREEMENT

Lyle & Scott respects that a legal labour contract or agreement is a good way to certify the employment relationship between employee and employer. Facilities shall sign a formal legal agreement with its employees which clearly defines the employment relationship, legal rights, and legal obligations for both employer and employees. This agreement shall include but is not limited to the terms valid period of employment, compensation, working hours, rest and vacation, safety, health, welfare, discipline, rights and responsibilities for violation.

NON-RETALIATION

All employees must be able to report freely to the factory any noncompliance with the above guidelines and standards without fear of punishment or retribution.

DUE DILIGENCE & RISK MANAGEMENT

We believe that respect for human rights is integral to being a responsible company. To track and ensure our supply chain adhere to our Social and Ethical Code of Conduct we typically audit our factories every 12 to 24 months using third party, internationally recognised partners, e.g. Sedex, Smeta We take all reasonable and practical steps to ensure our standards are met, and to assist our suppliers in their continuous improvement. We insist on complete transparency in our supply chain, from fabric mills, print houses and embroidery houses through to garment and trim manufacturers and do not allow sub-contracting of any kind without prior approval and completion of the necessary audit procedure. When onboarding new factories, we ensure that a representative from Lyle & Scott visits the factory personally to report on social and ethical behaviours once the third-party audit is received. There are also biennial visits to our factories by members of the Product & Sourcing team at Lyle & Scott to manage risk and build trusted relationships. All large orders are quality checked through an independent third-party inspection company, meaning there are people from Lyle & Scott or third-party companies present in our supply chain each month of the year to manage the risk of slavery and human trafficking.

TRAINING

Lyle & Scott seeks to support members of the organisation who interact with our supply chain, so that they are equipped to recognise and deal with issues relating to modern slavery, human trafficking and labour standards. This includes matters such as gifts and hospitality, intermediaries and charitable and political donations.

2023/2024 FOCUS:

- Apply the learning from our work in our production supply chain to establish action plans to protect human rights for all persons working directly or indirectly with us.
- Continue to roll out internal training within the organisation and making it broadly available to all.
- Report and track measures taken out for the purpose of effectiveness.

This Lyle & Scott Modern Slavery Statement is approved by the Lyle & Scott Board of Directors and will be updated annually.