

THE HONESTY PROJECT

Modern Slavery Statement 2023

*The Regatta Group of companies:
Regatta Great Outdoors, Regatta Professional,
Craghoppers, D2B, Hawkshead, Risol Ltd and
Countryside Trading Ltd.*



Our Commitment

The Regatta Group first published its Modern Slavery statement in July 2017 in accordance with the UK Modern Slavery Act of 2015. We are now proud to share this; our sixth statement, which summarises our activities and progress during the past year ending January 2023 to prevent modern slavery of all forms in our business and supply chain.

At Regatta Ltd we have a zero-tolerance approach to modern slavery of any kind.

Our approach is clear, **“we care and treat people in our business and supply chain fairly, with honesty, courtesy and respect, as we ourselves would expect to be treated”**

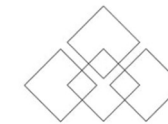
From our Board down, and through all aspects of our business we understand, **“It is not just about what we do, but rather how we do it.”**

As a privately owned family business, we have strong family values, and operate a culture where staff are encouraged to voice any concerns using the appropriate reporting channels. Everyone must play their part and be alert to the warning signs of slavery.

The current economic climate presents many challenges for any trading business; however, we remain alert to the risks and the unknown circumstances in our industry as new crisis situations across the globe unfold. Our risk management strategies have proved to be robust, and we are committed to ensuring all persons involved in our business are free from exploitation.



“We are committed to ensuring that no slavery or human trafficking exists in our business or in our wider supply chain”.



THE HONESTY PROJECT

“We all have a responsibility to be alert to the risks, however small.”

Our Global Reach

Despite humble beginnings in 1981, our brands have grown into strong multi-channel, global market players, and we are now the biggest outdoor group in Europe. Our brand portfolio includes Regatta Great Outdoors, Regatta Professional, Dare2b & Craghoppers.

Through our own stores, concessions, our retail partners and online platforms, both in the UK and internationally we continue to grow. This year our brands presence has expanded substantially building great relationships with customers including Next, M&S, La Redoute, New Look, Globetrotter, Zalando, Arco & QVC. Our focus for the future is to continue to grow the business in our European markets to the same strength as our home UK market.

Our supply network is well established and currently includes 182 factories that we deal with directly. We do not own the factories or suppliers who produce our goods, but we understand that our biggest exposure to modern slavery is within our product supply chains. Therefore, we take a hands-on approach to work with all our partners to ensure our company ethics align.



“We expect each and every person touched by our brands & products to have a positive experience.... this includes the sewing workers in our partner factories, our colleagues across the globe, and our customers ”



68,000 +
WORKERS
INFLUENCING



60 UK STORES
94 GLOBAL STORES



£160K
ETHICAL TRADE
BUDGET SPEND



150+
PROVIDERS
GSNFR



182
1ST & 2ND TIER
PRODUCT SUPPLIERS



1 HQ
MANCHESTER
UNITED KINGDOM



£315M
ANNUAL
TURNOVER

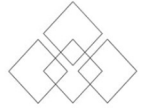


10+
GLOBAL
OFFICES



2154
EMPLOYEES
IN TOTAL

Our Supply Chain



THE HONESTY PROJECT



10
SOURCING
COUNTRIES



100%
2ND TIER SUPPLIERS
ASSESSED BY
INTERNAL AUDIT



40% STRATEGIC SUPPLIERS
FOR OVER 5 YRS
21% STRATEGIC SUPPLIERS
FOR OVER 10 YRS

Since 1981 our core strength has been in our product and product supply chain. Sourcing product from 10 countries predominantly in eastern Asia, we have built great relationships with our suppliers and are extremely proud of our longstanding strategic partners. We remain alert to the vulnerability of modern slavery that may exist not only due to the high-risk nature of the countries that we source from, but also the predominantly female workforce that associates with the garment making industry.

Ethical Trading has always been a cornerstone within our business. Championed by our owner and Board Director Joanne Black, it runs through our core because we wholly believe that:

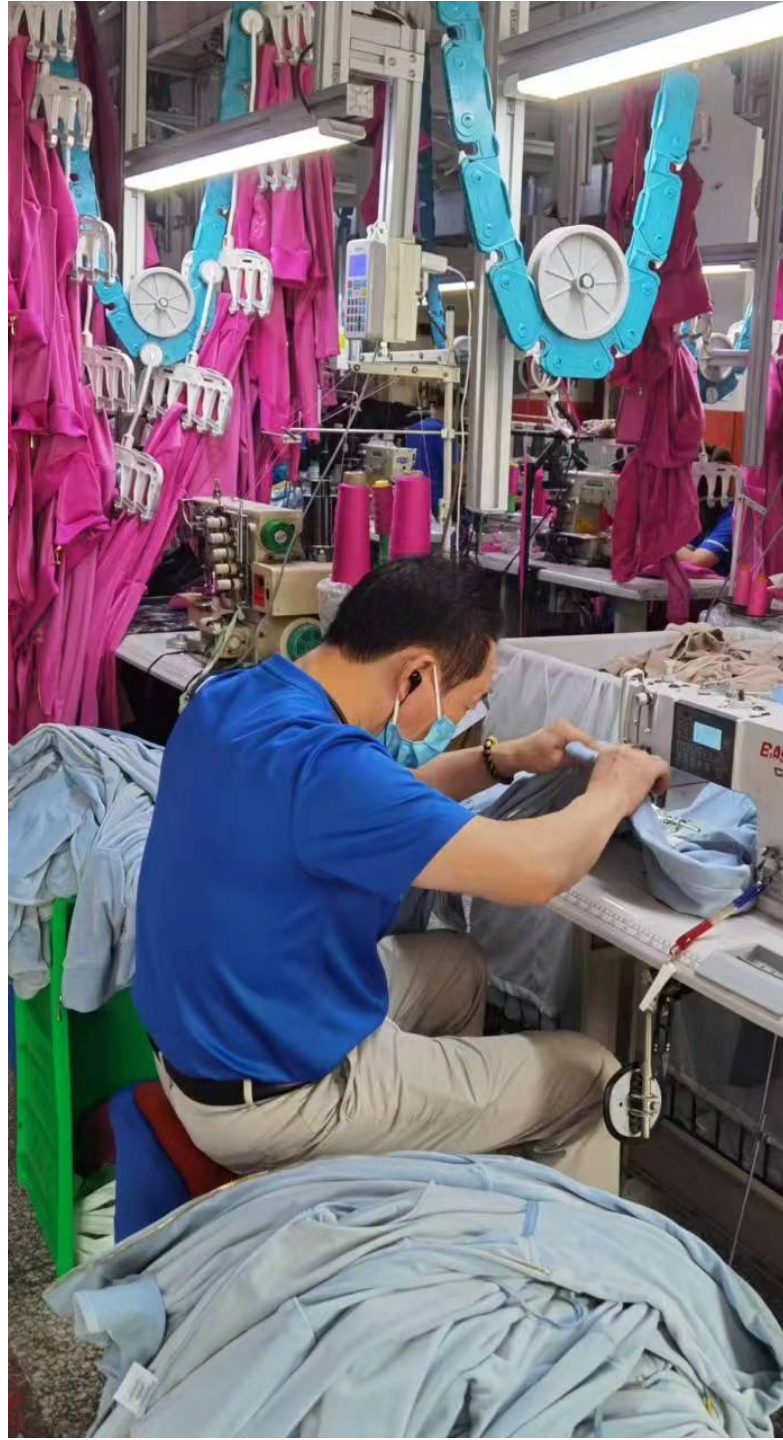
“making good quality clothing, footwear, accessories and equipment should not come at the expense of others. ”

The Honesty Project is our Ethical and Environmental program which underpins everything we do. It focuses us on creating fantastic product, thoughtfully engineered for the great outdoors, whilst ensuring those involved are treated fairly in good working conditions.

We are committed to increasing our transparency & improving human rights within our supply chain. We continue to maintain our supplier transparency map to ensure our supply chain has no links to the allegations of forced labour in the Xinjiang Uyghur Autonomous region of China . We have taken extensive action to confirm traceability for all our cotton production items all the way to origin. We now ensure all our cotton is bought through accredited cotton buying schemes such as Better Cotton, GOTS or OCS that operate both ethically & sustainably. All brands are members of Better Cotton ensuring a sustainable future for cotton farmers.

100% of our 2nd tier nominated suppliers have now been assessed by our internal teams and 52% have been audited by 3rd party assessors. We have continued mapping out our 3rd tier suppliers and are in the process of working with them to firstly raise awareness of the ETI base code.

This year we plan to introduce a program in our Bangladesh factories that will educate and train female workers to upskill into supervisor or management positions whilst also engaging with senior factory management.



•1998 - All product suppliers follow globally recognised SA8000 social standard.

•2012 - Regatta Group became a member of Ethical Trade Initiative.

•2014 - Advanced from Foundation level to Improver level member with ETI following our first report submission.

•2017 - Awarded Achiever level with ETI and won MEN Business of the year Judges Choice Award.

•2018 - Joined Greater Manchester Network for Modern Slavery.

•2019 - Maintained Achiever level with ETI but recognised as one of the top performing companies within the ETI members.

•2019 - The group became signatories of the UNFCCC, committing to the climate reduction pathway outlined in the Paris agreement

•2020 - Craghoppers won Brand of the Year (>£30m) Drapers Sustainable Fashion Awards 2020

•2021- The Regatta Group joined Higgs Index and SAC (The Sustainable apparel coalition)

•2022- Craghoppers Footwear won team of the year 2022 by Drapers records

•2022 - Awarded Leader status by the Textile Exchange for our work with recycled polyester.

•2023 Partnered with the Conservation collective.

Our Policies & People



Our strategy to tackle modern slavery is reflected through our policies. Internally across the business our group Code of Conduct sets out the minimum expectations, which all employees are expected to adhere to.

**“CSR is always at the core of everything we do”
Joanne Black (Owner/ Director Regatta Group)**

Our policies, which are developed by external experts and signed off at board level to ensure senior accountability, represent the ground rules within the Regatta Family.

Overarching to everything we do is our Honesty Project, which ensures ethical sourcing and sound business practices are always at the forefront of our approach.

Our Project 5 initiative, which challenges every individual within our business to set their own personal sustainability targets has been included as part of every employee's development review. So, whether that's reducing waste, cutting back energy consumption or planting trees on a company volunteering day as part of our participation in the Queens Green Canopy initiative; we want sustainability to be sewn into the core of the business. Everyone should be involved on a personal level; entrepreneurial spirit is key! We have also introduced a rewards scheme for employees who promote sustainability within their roles. We believe in creating a community in our business where everyone feels a sense of belonging and engagement. Our Viva Engage online platform enables easy communication and direct access to all levels of the business including our board members. Our CEO does regular live video updates to keep every staff member feeling connected and with a sense of belonging whilst we have adopted a flexible model of working from home as well as the office.

Beyond our core policies, BeWell is our wellbeing & social initiative and promotes healthy working and lifestyle choices. The benefits and services that are available include pension schemes; enhanced maternity pay and access to support networks, as well as a recently launched electric car scheme for employees.

We were very proud to receive the 2022 Royal Society for Prevention of Accidents (ROSPA) gold medal award, winners for the 7th consecutive year. We continue to actively invest in recognition programs and offer development opportunities across the business.

We align ourselves with business partners who have the same philosophy as ourselves. We only work with those who have the same policies & values on modern slavery. This is reflected in our suppliers Code of Conduct which is reviewed and signed off each season by senior management. In addition, we encourage all our business partners to create their own CSR plans which we review with them annually to ensure they are progressing.



Across our goods and services not for resale (GSNFR) partner suppliers in the UK and across Europe, our questionnaire developed by external experts continues to map out our partners depending on their own modern slavery practices. This now covers 75% of our value of business. In 2023 we have added a Scorecard system to this area of the business where all suppliers will be evaluated by a set criteria and awarded platinum, gold, silver or bronze status for their ethical and environmental achievements.

As part of our new supplier introduction pack, our T&C's ensure modern slavery is a part of our partners strategy, and that a policy is available and published if applicable, in line with UK labour law. In addition, as part of our tender process we also ask suppliers to submit their sustainability plans for review.

We also extend the same level of due diligence and care to workers beyond our own business, such as the agency staff in our Polish WH site where we check proof of rights to work, visit living quarters and ensure the workers on-boarding process when they arrive at new locations is complete, from translating documents to showing them the nearest pharmacy or where to catch the bus.

Governance

Board Level

Our Board are regularly informed at their bimonthly meetings on ethical trade and sustainability progress and business endeavours. As a board member, Joanne Black, is an owner of the business and responsible for buying and retail at Craghoppers. This ensures that buy in across the group comes from top level.

CSR Committee

At head office in Manchester, the Group's CSR Committee is chaired by Joanne Black and meets twice a year. Members of the group include our COO, Buying Directors from each Brand, and Senior Managers from across the business. The Committee develop our CSR business plan for the group and set KPI's for all sourcing countries.

Sustainability Committee

The Sustainability Committee comprises of Managers from across the business, who meet on a quarterly basis to ensure a co-ordinated and effective approach to the delivery of the Sustainability business plan companywide. The Committee includes Managers from operational and facilities, Logistics, E-comms, People, Distribution, Brand Marketing, Product and Sourcing. They are responsible for the day-to-day key climate-related impact areas for the Group e.g. buildings, sourcing, logistics. They will advise the CSR Committee of any issues. The Sustainability Committee is also responsible for preparing and managing information to ensure correct reporting on the Sustainability business plans KPI's.

Compliance Managers

Overseas we have dedicated compliance managers in our key sourcing countries who work closely with our supply partners to ensure all our objectives and initiatives are followed through and our code of conduct is adhered to at all sourcing sites.



The ETI Base Code

The ETI (Ethical Trade Initiative) brings together brands, retailers, suppliers, unions and voluntary organisations to improve conditions for workers. The ETI Base code, founded on the conventions of the International Labor Organisations (ILO) and is an internationally recognised code of labour practice. Our journey with ETI began in 2012 and we have progressed along the ETI landscape to become an Achiever level business since 2017.

From the offset all our product suppliers are introduced to the base code and compliance to its principles becomes a necessity for working with us. We carry out face to face meetings and send letters of commitment for suppliers to sign back. We are constantly benchmarking our supply chain in line with the base code and our suppliers are required to adhere to the following:



- Participate in ethical trading audit assessments which are carried out by our own highly qualified in-house teams or by an internationally accredited 3rd party auditor. Despite the still challenging circumstances of 2022, we managed to complete 70 3rd party audits, and 113 in-house audits.

70

FACTORIES AUDITED
IN 2022/23

- Provide employees with good and safe working conditions, fair treatment and reasonable rates of pay. Our worker wellbeing survey has been further rolled out across Bangladesh & China supply chain. We are proud to have reached 5,000+ workers so far through the survey, and that actions and initiatives are being set up as a result.
- Respect workers human rights and comply fully with all applicable laws. During the past year, our closure rate of 3rd party non compliances at audit was 56% which is amazing considering that a lot of the countries we source from were still affected by partial covid lockdowns for most of 2022.

- Forced or imprisoned labour is prohibited, and workers must be free to leave work at any time with all salary owed to be paid. Following Myanmar's military coup, and together with other ETI members we contributed financially to the Myanmar Enhanced due diligence sectorial assessment conducted by DDD. Following the assessment as a group we have made the decision to withdraw production from Myanmar, however we are in a process of transition seeing through existing production whilst also engaging with the MADE in Myanmar program.
- Workers rights for freedom of association and collective bargaining are respected. This gives voice to the workers in our supply chain and access to grievance mechanisms that meet the United Nations Guiding Principles (UNGPs) criteria. Over 68,000+ workers in our supply chain are represented by a workers committee or trade union and all workers have access to hotline mechanisms run either by local NGO's or by Regatta.

We maintain positive results from our 3rd party auditing with 100% of the factories audited achieving either low risk or medium risk status. We work continuously with our supply partners to resolve any non-compliances raised during audits.

The principles also require that:

- All work must be voluntary and not undertaken with any threat of penalties or sanctions
- Clear written employment contracts are provided in line with local laws
- Workers must not pay any deposits for work
- Employers and recruiters must not keep original copies of identity documents



99% 1ST & 2ND TIER
WORKERS
REPRESENTED

All of these points are indicators of Modern Slavery as outlined by the International Labor Organisation (ILO).



Employment is freely chosen



Freedom of association & the right to collective bargaining



Safe and hygienic working conditions



No child labour



Living wages are paid



Working hours are not excessive



No discrimination



Regular employment



No inhumane treatment

Workers Voice & Freedom of Association

Within our supply chain we are committed to creating environments that are safe for the workers in our factories, respect their human rights, and promote a positive culture where workers can exercise freedom of association and collective bargaining. We fully support Trade Unions to negotiate on workers behalf, and we encourage and educate our supplier partners to have the same open attitude to organised dialogue and TU membership.

In our China supply chain 100% of the workers in our factories have access to either a Trade Union or Worker Representative.

In our Bangladesh supply chain 98% of the workers in our factories are covered by an elected Worker Participation Committee.

Over the years we have worked very closely with our partner factories in Bangladesh, as well as ETI's Social Dialogue Program to educate both management and workers on the benefits of worker dialogue. It is now part of our factory assessment to ensure a functioning workers committee is elected, and we confirm that meeting notes are documented at each meeting. Our compliance managers in our sourcing countries share good practice and lessons learnt to our wider supply chain, and we continue to increase participation in beyond audit programs which engage workers and improve working conditions.

Grievance Mechanisms -

As part of our supply partner requirements, we operate the below lines of communication:

- *Regatta Hotline Numbers distributed to all workers*
- *3rd party NGO Hotline active in selected factories*
- *Worker Interviews performed by 3rd party during annual audits*
- *Regatta Worker Wellbeing survey in all factories*
- *Grievance Boxes in all factories*
- *Regatta Health and Education Program offering a safe space for women workers to build dialogue.*

Extra Measures -

- *Within our 3rd party audit, we ensure all workers have access to representation in the workplace, details of the collective bargaining agreements are recorded and checks to ensure any worker representatives are not discriminated against in the workplace.*
- *We monitor wages within the factories we work with and are taking steps to bridge the living wage gap.*

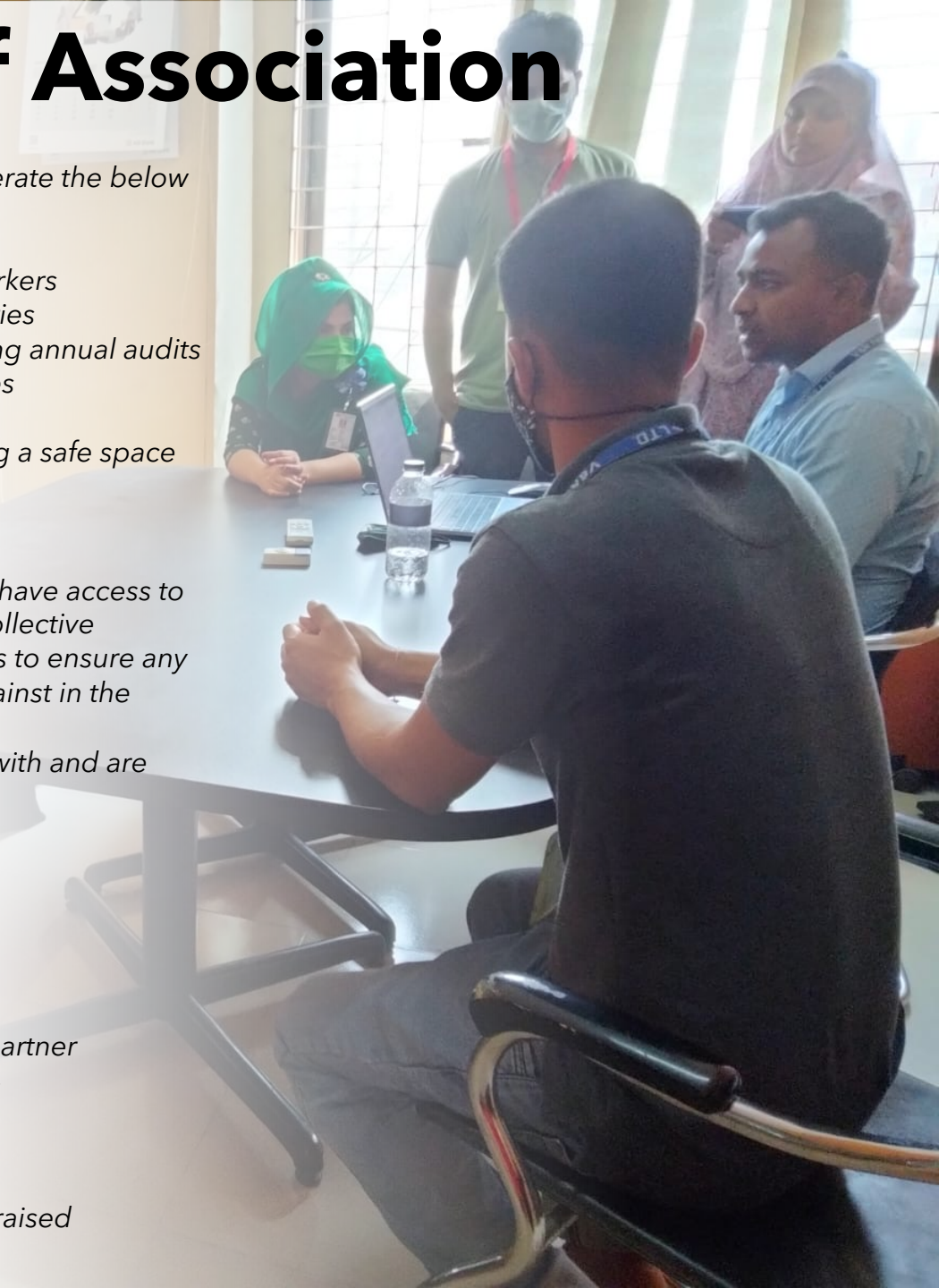
Partnerships -

- *Better Work China*
- *Made in Myanmar*
- *Ethical Trade Initiative*
- *NGO Bangladesh*

Through the committee meetings held within our partner factories the key issues being raised focus around -

- *the working environment*
- *earned leave*
- *salary owed and bonus payments*

Our Compliance Managers ensure that the issues raised are kept on review until resolved.





THE HONESTY PROJECT

Worker Wellbeing

We have made great progress on our worker wellbeing survey rolling out a total of 19 factories in Bangladesh, a total of 11 facilities in China, and 7 factories in our Myanmar supply chain. The survey which uses a concise 14 question format devised by Sedex aims to guide us on what areas the factories need to improve their operations to make a more appealing workplace environment for their workers.

We developed the survey into digital format so that workers could access it via their mobile phones. This ensures participants do not feel nervous that their response forms are being monitored and we expect a more truthful response using this method. By offering the survey to the workers themselves gives a clear channel to raise grievances, and a direct line of communication to reduce the chance of exploitation occurring in our production sites.

Despite our factories scoring highly in all areas of the questionnaire we have been developing action plans with each individual factory following review of their results and will continue to monitor the effects of these action plans.

Overall Survey Results to date:

| Avg Score out of 10 | General | Income | Safety | Respect | Total |
|-----------------------------|---------|--------|--------|---------|-------|
| Bangladesh Factories | 9.63 | 8.73 | 9.45 | 9.16 | 9.23 |
| China Factories | 9.55 | 8.97 | 9.74 | 9.41 | 9.41 |
| Myanmar Factories | 9.79 | 7.67 | 9.26 | 9.31 | 8.89 |



Some of the positive actions that have been identified from the survey include the below, and we have a 6 month follow up procedure in place to review the progress each factory has made to improve their score.



SURVEY HAS REACHED 5000+ WORKERS

- Worker training on grievance procedures.
- Worker training on H&S procedures.
- Introduction of worker exit interviews.
- Mid-level management training on worker dialogue.
- Introduction of worker WeChat groups for easy communication throughout workforce.
- Introduction of weekly briefing meetings to answer any questions and take feedback from workers.
- Teambuilding events to improve worker/supervisor relationships.
- Skills training to improve production speed and efficiency.

2022/2023 Salient Risks

Since the pandemic, our risks as a group have centered around transparency and monitoring our supply base. New legislation in Europe that has been introduced to protect the workers, prevent mis-information around products with sustainable attributes, and minimise the effects of environmental issues on human rights.

| Identified Risk | Country | Mitigating Risk |
|---|--|---|
| Legislation – Introduction of new EU criteria and upcoming requirements globally. | China, Bangladesh, Taiwan, UK, India, Portugal, Myanmar, Pakistan, Europe. | <p>Awareness of the legislation and how it will impact our products and our supply base.</p> <p>Complete record keeping with regards to environmental, ethical audits and sustainable fibres & fabrics.</p> <p>Educate colleagues in all Regatta Group offices, and our supply base, of the changes to regulations and the impact it may have on them.</p> <p>Collect data from the Higg suite of tools for Environment (all suppliers), social labour (All tier 2 or below suppliers), materials and products.</p> <p>Due Diligence act on the human rights to ensure that safety of workers and prevent breaches of ethical policy.</p> <p>Monitor and assess child labour within the supply chain (Child Labour Due Diligence Act – Holland)</p> |
| Full Transparency | China, Bangladesh, Taiwan, UK, India, Portugal, Myanmar, Pakistan, Europe. | <p>Mapping of all tier 1 suppliers, including all their suppliers is required.</p> <p>Mapping of all tier 2 suppliers, including all their suppliers is required - using certified recycled or sustainable fibres has increased our visibility.</p> <p>All cotton fibres to be Better Cotton or Organic cotton to ensure full visibility of the supply chain.</p> <p>All recycled fabric suppliers to be GRS (Global recycled Standard) Scope certified and supply transaction certificate for all yarn purchases for any brand within the group.</p> <p>Mapping of all tier 3 suppliers, including all their suppliers is required.</p> <p>3rd party audits to continue on all suppliers tier 1 & tier 2.</p> |
| Forced labour including imprisoned labour | China | <p>Continued rigorous review of our supply chain to ensure that:</p> <ul style="list-style-type: none"> - no indicators of forced or imprisoned labour are found within any of our factories - https://www.regatta.com/press-room/ - we do not purchase finished products from factories in Xinjiang, or factories that have subsidiaries or operations in this area - our suppliers do not source materials from mills/factories in Xinjiang to use in our products. - our suppliers do not use Xinjiang cotton in our products, and all cotton is bought through verified programs. - our suppliers do not employ in their factories any Uyghur workers who were recruited under the government work scheme. |
| Military Coup and violence against civilians | Myanmar | <p>Engage with ETI and our fellow brand members and trade union members regarding the future strategy within Myanmar</p> <p>Enrolment into the MADE in Myanmar program with our remaining partner factories in Myanmar</p> <p>Working closely with our partner factories to ensure heightened due diligence is carried out with regards to worker safety and wellbeing, and that any severance pay, unauthorised leave, working hours and payroll</p> <p>Honoring all existing commitments with our supply partners in Myanmar whilst reducing orders responsibly and consolidating supply base for a soft exit over the next 12 months</p> |
| Global shipping | Shipping routes from Asia | 90% of our production is shipped with nominated forwarders who are involved with the Neptune Declaration to protect all workers on board and off from situations of exploitation. |
| Possible invasion of Taiwan by China | Taiwan/ China/UK/ Europe | Due to the threatened invasion of Taiwan, the group has developed products that are solely produced in this area with other facilities outside of the country, ensuring that the supply continues. |

Mitigating Supply Chain Risk

We are raising our game every year; continuously improving the way we source our garments so that workers benefit. We are helping our suppliers to be better employers and benchmarking our procedures within our supplier base with the most forward-looking companies in the UK and Europe. Whilst our auditing methods are a necessity to benchmark, as a company we cannot rely on these methods alone to prevent exploitation & meet workers labour rights & human rights. The below methods summarise how we continually review our supply chain to identify risks.

Audit through 3rd party & Internal teams

- *Supplier mapping & Benchmarking*
- *Transparency*
- *Payroll Analysis and wage checks*
- *Worker Interview*
- *Worker ID checks*
- *Working hour checks*
- *Corrective Action Plans*
- *Remedial action delivered by 3rd party experts, NGO's or trade unions.*

Capacity Building Programs

- *ILO's SCORE project, China*
- *MADE, Smart Myanmar, Myanmar*
- *ETI's Social Dialogue, Bangladesh*
- *Better Work Program, China*
- *Workers Wellbeing Survey*
- *NGO run hotline facility for grievances*
- *Living Wage Analysis*
- *Social Insurances Analysis*
- *Regatta Health & Education Program*

Goods and services not for resale (GSNFR)

- *3rd Party Questionnaire, SGS*
- *Payroll Analysis*
- *Ethics Analysis*
- *Risk Analysis*
- *Supplier Mapping & Benchmarking*
- *Transparency*
- *Supplier selection based on values*

Action Points include:

- *Continuous review of our 3rd party audit which now details more in-depth information around migrant workers in our factories and their origins to ensure we maintain our position regarding workers from the Xinjiang Uyghur Autonomous region.*
- *Continuous review of our 3rd party audit which now details more in-depth information around freedom of association, workers participation committee's and collective bargaining agreements.*
- *Continuous review of our 3rd party audit which now details more in-depth information around factory associations and funding, with particular focus on any military connections following the military coup in Myanmar.*
- *Continue to enroll our supply partners onto capacity building programs. After previous involvement with ETI's Social Dialogue program in Bangladesh, this year we successfully completed the International Labor Organisations (ILO) Better Work program with 3 of our Chinese factories, with the plan to roll this out to a further factories within 2023. We have also enrolled a total of 34 factories onto the Higgs Index as part of our membership with SAC., using the Facilities Environmental Module (FEM) to report and review their carbon footprint and plan to continue the rollout within 2023.*
- *In addition, the group are using the tools on the Higg Platform including the Material Sustainability Index to manage the risk when selecting fabrics, the Product Module to review the impact of our products and the Brand Retail Module to review our progress and benchmark our environmental impact.*
- *Extending our worker's wellbeing survey, (total 37 factories to date) and continuing to analyse the results, discussing any findings with factory management teams and putting action plans in place.*
- *Continuing our own payroll analysis which not only compares wages with the legal minimum wage, but also the national/regional living wage. We continue to monitor, maintain and where possible improve the wages status with our supply partners.*
- *Continuous review with our top 10 supply partners of their own CSR business plans created in 2022. Focus areas they have identified for improvement are detailed with objectives for improvement, and we follow up on these annually.*

MS Indicators & Training

We know the correct training is key to eliminating exploitation in our supply chain. Both internally and externally we have developed our reporting systems and training programs to facilitate our teams to recognise, report and review what goes on around them.

For our internal staff this involves training through our digital platform; Viva Engage, which reaches all employees worldwide & aims to increase awareness and keep the risks at the forefront of everyone's mind.

As we partner with factories that are aligned with our values on modern slavery, they are usually very cooperative with our mission to minimise the modern slavery risk. However, we continue to send online training videos to all our supply partners and letters from our Board of directors to affirm our zero-tolerance approach to the abuse of human rights. We actively encourage suppliers to establish their own risk assessment processes in their own supply chains, and this year more of our partners have written their own CSR plans with objectives and progress review points.



**PROTECTIVE
EQUIPMENT**



**FIRE
SAFETY**



**FIRST
AID**



**NO CHILD
LABOUR**



**WORK PLACE
HEALTH & SAFETY**



**CLEAN WATER
FOR EVERYONE**

In our audits and discussions with workers and factories management we particularly check for the following modern slavery indicators:

- Withholding wages.
- Ensuring workers are not in a position that they can never pay off loans to agents and factories
- Exploiting child labour
- Excessive overtime which is not voluntarily
- Not letting workers out of the factory and withholding their IDs
- Deception about pay and working conditions - no contract in place or the contract is ambiguous.
- Gender related issues and gender pay gap
- Connections to the Xinjiang Uyghur Autonomous region

This year we have extended training even further down our supply chain, and our 2nd tier nominated suppliers are 52% covered by 3rd party audit. Training has commenced on workers health and safety. Over the past 12 months our 3rd tier supplier mapping has increased substantially, and we start to firstly build awareness of the ETI base code with all 3rd tier contacts.



In China we have organised an online webinar training session through 3rd party providers SGS to all of our Chinese suppliers supporting them on how to establish and effectively maintain worker grievance mechanisms within their own operations. We have continued to follow up with our partners to understand what measures they have put in place following the training. In 2022, we extended our training by introducing the Better work program that trains supervisors in improving efficiency, communication & standards, 3 of our Tier 1 suppliers undertook this course with very positive effects.

In Bangladesh, a similar programme is being introduced, where our partner factories will be working alongside an NGO to select and train women promoting them into management at supervisor level. The programme will develop not only the workers but the factory management also. In addition to helping the women workers in our factories, we are beginning a program to improve the childcare facilities available to the workers.

Our work with a renowned NGO in Bangladesh continues with their NGO run worker helpline.

KPI Track & Review

Despite the challenges that come our way we are committed to ensuring the work and progress we do to prevent modern slavery continues to embed into our own business and through our business partners alike. We have the following procedures in place to ensure KPI's are met:

- Our transparency map is one way we keep check of how far we have come, and we are constantly updating and expanding this further to our 2nd, 3rd & 4th tier suppliers of packaging, embroidery, washing and printing, we enforce the same principles and ask partners our to align with us. Our supply chain is constantly evolving, and so knowledge and awareness are the greatest tools for preventing exploitation.*
- Our CSR business plan sets objectives and strategy across a 3-year period, and we regularly review this across the business and at Board level with regards to modern slavery. We also collect CSR business plans from our top business partners to ensure they also have a plan for progression.*
- Our ETI membership helps us to navigate deeper into the human rights issues and keeps in check our progress through newly introduced progression meetings.*
- The Group has become a member of the Sustainable Apparel Coalition (SAC) and we begin our journey with them to benchmark our business against their criteria, in addition to the progress we have already made with our supply partners on the Higg Index.*
- Our questionnaire and newly introduced score card which is circulated to the wider supply chain of providers of GSNFR continues to benchmark their ability to detect and mitigate modern slavery risk through policy and training, trading relationships, recruitment, and employees working conditions & wages.*
- 3RD party audit reporting including worker interviews and document checks, reporting through an NGO hotline & our worker wellbeing questionnaire enforce checkpoints to identify exploitation indicators.*
- Continuous presence in our factories, through employees on the ground, right up from our Asia team, to our owner & company MD's. Throughout the pandemic visits from our head office staff had ceased but regular video calls have enabled us to keep close communication. We were very excited to be able to resume our Asia travel this year-starting with a visit to China as soon as foreign travel was permitted. While we still maintain regular virtual meetings with our partners in the other sourcing countries, and our Xiamen office is now able to travel as usual again.*



We recognise that modern slavery cannot be combatted alone, and so we believe in sharing best practices at all levels within the industry.

- Collaboration and sharing of best practice with other brands, and members within the European Outdoor Group (EOG) and the Outdoor Industry Association (OIA).*
- Collaboration with supply partners through projects such as Better work project in China, MADE in Myanmar in Myanmar, and collaboration with an NGO in Bangladesh. These programs aim to improve H&S, HR, Recruitment and management systems in factories as well as encouraging free election and the establishment of workers committees, to give the workers a voice.*

- As a supplier ourselves, we continue to offer support and collaborate with our customers and other ETI members in completing their own risk assessments by being open and transparent about our business practices and policies as well as these of our supply chain partners. We have recently collaborated with UK retailers and ETI members Seasalt, Liberty, & Hasbro to help advise on challenges they were facing in their own CSR agenda.*
- We are members and attend the Greater Manchester Modern Slavery Business Network quarterly meetings. These provide an opportunity for businesses based in or with connection to the region to work together and support each other in tackling modern slavery. It is a great opportunity for representatives from a wide range of businesses and sectors to hear about some of the good work that is going on in the region, as well as sharing some of the challenges businesses face in tackling this horrific crime. After hosting the first virtual meeting previously, we continue to collaborate and support the network joining the other host meetings throughout this past year.*

Impacting our Communities

Our responsibility extends beyond our business and supply chain, and into the communities beyond. We believe in bringing people together, and initiating support networks that provide education, empowerment & solidarity to groups of people who may otherwise be vulnerable.

The group have continued supporting the Alzheimer's Society with their sponsored walk activities providing further T-shirts and kit for the Trek26 events across the UK.



Our Environmental program continues with 60% of suppliers by volume completing the Higg FEM (Facilities Environmental Module).

For 13 years we have funded a school in the Savar region of Bangladesh, close to our garment factory area. The school provides each year an education for 260 children (aged 4 - 14), giving a safe environment to learn and prepare for future life. Following extensive refurbishment of the classrooms to create safe exciting spaces for learning. This year we continue to provide:

- balanced meals 6 days a week during schooltime
- school uniforms
- teacher training
- a library room for the children & wider community
- colouring books & newly installed computer access



The group continues the Regatta scholarship program which ensures final year students at our Savar School do not fall behind with their studies. Providing extra tuition and one-to-one schooling we hope this program will give these pupils the best start in life to reach their potential.

In 2021, 4 graduates achieved above 80% on their final exams and are therefore continuing with further tutoring during their secondary school education. At the same time, the whole new class of 2022 has been enrolled onto the tutoring program for this year.

Over 12,000 women have already benefited from the Regatta Health & Education program, and we hope that their learning will have cascaded onto their friends and neighbors further benefiting the wider community beyond our factories. The program teaches the women about health & nutrition, but also H&S in the workplace, gender equality, discrimination, violence and harassment. In 2023, we will launch a bespoke program in Bangladesh that will educate & facilitate women within the workforce to be promoted into supervisor roles. Bangladesh is a country where such progression is limited, and we want to start to change cultural norms so the women in our supply chains can achieve their goals. The program will include training for the management and a focus on improving childcare facilities within the workplace.

As Outdoor experts and members of the EOCA, we care for our planet too. Our conservation efforts continue with worldwide projects, such as Dian Fossey Gorilla Fund, Rhino Fund Uganda, & Saving the Survivors in S.Africa.



In 2023, the Regatta foundation partnered with the Conservation collective on 6 projects, 2 in Scotland, 2 in Mallorca, & 2 in the Ionian Islands, Greece.

We are aware exploitation can extend beyond people, to animals and our natural environment, so we are proud to take a leading role in helping to protect and preserve our planet.



Looking Forwards

In the words of our founder Lionel Black:

“A successful business does the right thing, sticks to its values and doesn’t just chase profits,”

With that in mind we look forwards to the next 12 months and outline the below focus points to work towards across our business:

- *Enrolling 3 more of our Chinese business partners onto ILO’s Better Work program.*
- *Introducing a program in Bangladesh to educate & increase the number of women in management positions.*
- *Introducing a program in Bangladesh to help the workforce by improving facilities for childcare.*
- *Supporting our partners in Myanmar through enrolment with the MADE in Myanmar program to ensure our partner factories have effective social dialogue and grievance mechanisms in place.*
- *Continue to increase the number of recycled & sustainable fibres in our ranges.*
- *Continue our reward scheme for our internal employees who promote sustainable ideas and practices.*
- *Continue to carry out and evaluate the workers welfare survey in the factories as well as the workers wage analysis. Work with the factories partners to resolve any issues .*
- *Continue to increase the number of suppliers using the Higg FEM system, including Tiers 1,2,3 + 4*
- *Updating our sustainability reports and publishing online for all brands within the group.*

This statement was approved by the board of Directors of the Regatta Group of companies: Regatta Great Outdoors, Regatta Professional, Craghoppers, D2B, Hawkshead, Risol Ltd and Countryside Trading Ltd on the 13/7/23

Signed:

Joanne Black

Director / Owner,



THE HONESTY PROJECT

