

The Regatta Group's XUAR Sourcing Policy.

At Regatta Ltd we have a zero-tolerance policy 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.

We were deeply concerned by previous reports investigating allegations of forced labor in the recruitment and employment of Uyghurs and other Muslim minorities in the Xinjiang Uyghur Autonomous Region (XUAR) as well as in other regions in China.

As one of the most significant global business and human rights issues of present day, we are committed to addressing it.

As members of ETI, and in order to maintain compliance with laws in the United States, UK and Europe prohibiting the import of goods made with forced labour, we are obliged to ensure that all workers in our supply chain are free from exploitation, discrimination, enjoy the conditions of freedom, security and equality.

In past years UK brands and retailers have faced increased scrutiny over their involvement in supply chains connected to the treatment of the Uygur people in China.

We therefore will continually review our supply chain to ensure that:

- 1) we do not purchase finished products from factories in Xinjiang, or factories that have subsidiaries or operations in this area
- 2) our suppliers do not source materials from mills/factories in Xinjiang to use in our products.
- 3) our suppliers do not use Xinjiang cotton in our products.
- 4) our suppliers do not employ in their factories any Uygur workers who were recruited under the government scheme.

If any suppliers of Regatta Ltd should raise concerns that our supply chains may have links to Xinjiang, or employ Uyghur workers, we will immediately support them with an action plan for remediation.

Please note that it remains the responsibility of our suppliers whether or not the factories in which our products are made are owned by the supplier, or by a third party, to comply with our Ethical Sourcing Policy.