

# MODERN SLAVERY ACT STATEMENT

**2020**

People are at the core of everything we do at GANT. That's why it's critical to respect and support those who we depend on, from suppliers to our employees to our customers. We recognize that we can contribute to the development of a more sustainable society in which there is no place for modern slavery, including servitude, forced or compulsory labour, or human trafficking. GANT does not tolerate any abuse of human rights and are committed to combating any kind of modern slavery. All suspicions and concerns should be reported to the management who will take immediate action accordingly.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015. It constitutes the Moderns slavery and Human Trafficking Statement for GANT AB and other relevant group companies for the financial year ending 31 December 2020 to prevent modern slavery and human trafficking in its business and supply chain.

This statement has been approved by the board of directors on the 19th of April 2021.

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## ABOUT GANT

GANT was founded in the college town of New Haven, Connecticut on the East Coast of the United States. We've been pioneering preppy style since 1949. With our dedication to color and innovation, GANT changed the direction of modern American style and continue to challenge convention by offering premium clothing for men, women and children as well as accessories and home furnishings. The company has 600 stores and have presence in 81 markets. In 2020 GANT had 1659 employees, 67 apparel suppliers and works with 90 factories in tier one.



## POLICIES AND DUE DILIGENCE

As a global company, GANT has a responsibility to mitigate risks of adverse impacts to human rights. Based on this belief we have established policies and due diligence processes in order to proactively and systematically prevent these risks. We continuously assess risks of adverse human rights impacts; we communicate our values and standards through policies; we monitor performance and strive for continuous improvements.

To make sure all parts of our organization and supply chain partners understand and adhere to GANT's values, policies must be signed by anyone working with GANT. We also have sustainability training that is mandatory for new employees which includes the critical topic of modern slavery.

## CODE OF CONDUCT

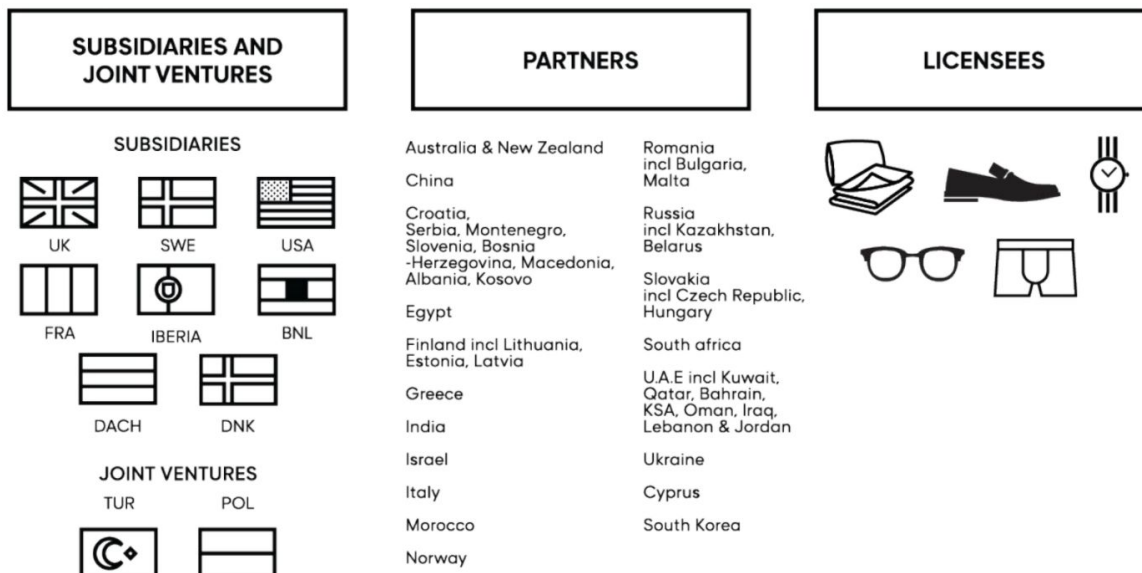
GANT has a set up of two Code of Conducts, one for employees and one Supplier Code of Conduct. The codes express our commitment to conducting responsible business with a strong sense of social awareness and ethics and communicates the standards that has to be met. The codes are aligned with international frameworks such as the OECD, the International Labour Organization's conventions and recommendations, and the United Nations Global Compact, Universal Declaration of Human Rights, Conventions on the Rights of the Child and Convention on the Elimination of All Forms of Discrimination against Women. By signing the GANT Code of Conduct, employees and suppliers are committing to the social and environmental standards laid down in the Code. Suppliers must also ensure that the Code of Conduct is observed by subcontractors involved in production processes of final manufacturing stages carried out on behalf of GANT.

## AMFORI BUSINESS SOCIAL COMPLIANCE INITIATIVE (BSCI)

GANT have been members in amfori BSCI for many years. Our membership in BSCI allows us to perform due diligence and to improve social performance in our global supply-chain. In BSCI we share common social- and ethical standards with other members through the Code of Conduct. The Code of Conduct include 11 principles that range from fair remuneration to no child labour and no forced labour. We also receive access to social-audit results for our factories and a network of auditors specialized in performing audits according to the BSCI-standard.

## GRIEVANCE POLICY AND MECHANISM

AT GANT we have a Grievance Policy and Mechanism which is a tool for knowing how to proceed if any non-compliance with the Code of Conduct, policies or of the law is suspected. Any concerns or suspicions shall be reported in accordance with the grievance mechanism to [confidential@gant.com](mailto:confidential@gant.com). All reports will be fully investigated, and appropriate actions taken.



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## SOCIAL COMPLIANCE AUDITS

Global supply-chains introduces risks related to labor-conditions and the respect of human-rights. GANT works actively with due-diligence in order to address and mitigate these risks in the supply chain.

In regards to Modern Slavery, we consider our supply chains to be the most vulnerable stage of production. Therefore during 2016 we updated our supplier contracts to include an additional clause addressing modern slavery and requesting suppliers to make their own risk assessments and conduct regular controls of their operations.

In order to further assess risks of forced labour and to monitor compliance GANT requires third-party audits for all suppliers in Asia, North Africa and Turkey since they are high risk regions/countries according to Amfori BSCI and Transparency International. GANT is a member in AMFORI BSCI, but we also work with the following third-party standards: SEDEX, WRAP, ICS and SA8000.

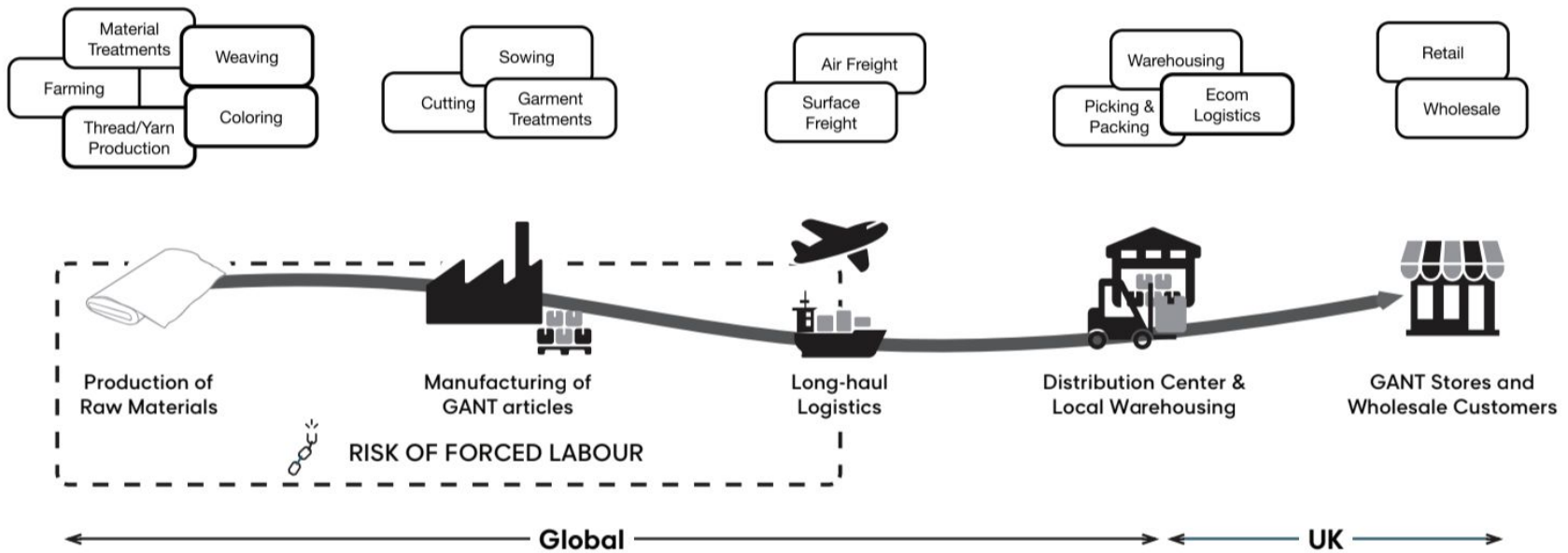
## HOW HAS THE MODERN SLAVERY ACT BEEN IMPLEMENTED WITHIN GANT?

Preventing Modern Slavery is an integral part of Human rights Due Diligence at GANT. As has been described in this statement GANT work actively and systematically in order to manage risks of forced labor throughout our value-chain. During 2020, GANT published our first Transparent Supply Chain list on our website.

We react to and investigate risks that are reported from both internal and external stakeholders such as the media or NGO:s. In the beginning of the year alerts were raised due to the risk of forced labour in the Xinjiang province of China. GANT started an internal investigation to explore our links to Xinjiang. GANT also initiated a grievance case regarding this since one of GANT:s suppliers was mentioned to have links to Xinjiang. The investigation showed that no GANT products were produced in factories in Xinjiang and no evidence that the GANT supplier had part in forced labor was found.

More information on our progress and work have been documented and can be read in the annual GANT sustainability report.

## GANT APPAREL / GANT LICENCEES / GANT HOME



Signed by

Patrik Söderström  
CEO, GANT AB  
April 2021