

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT TEMPLATE

Introduction

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Echo Sourcing, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2021.

Our business and supply chains

- Echo Sourcing
- Design and manufacture of apparel for High Street and online retailers
- Currently we have operations in London, Bangladesh and Turkey

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities. We have Ethical Managers in place at our production hubs in Bangladesh and Turkey who actively monitor our operations and supply chains with defined audit procedures.

Risk assessment

In the past year, we conducted a risk assessment of our supply chain by taking into account:

- The business services rendered by the suppliers
- Visits and audits of our factory footprint and produce corrective action plans (if required)
- We continually review our approach towards our employees and their well-being

This assessment will determine our response and the risk controls that we implement.

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Policies

Echo Sourcing operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We are in the process of improving our whistleblowing policy with the implementation of telephone 'hot-lines'.
- Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.

Supplier due diligence

Echo Sourcing conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This includes:

- Assessing risks in the provision of particular services
- Auditing the suppliers, and their health and safety standards, labour relations and employee contracts
- Requiring improvements to substandard employment practices
- Sanctioning suppliers that fail to improve their performance in line with our requirements

We require all suppliers to attest that:

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

Awareness

Echo Sourcing has raised awareness of modern slavery issues by putting up posters across our facilities and sending an email that is focused specifically on modern slavery to all our staff, which explains:

- Our commitment in the fight against modern slavery
- Red flags for potential cases of slavery or human trafficking
- How employees should report suspicions of modern slavery

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Training

In addition to the awareness programme, Echo Sourcing will endeavour to ramp up training of modern slavery, its cause and effect, risks to the organisation, what steps Echo employees can take to combat any information regarding modern slavery and/or exploitation.

Measuring how we're performing

Echo Sourcing needs to enhance our measuring activities across our business to support the awareness and training mentioned earlier in our statement. We envisage that we will make strides in this particular area over the next year.

This statement covers 1 July 2020 to 31 July 2021 and has been approved by the board of Echo Sourcing at the board meeting on 15th June 2020.

[Signature]

[Date]

I HASSAN

15/6/2020