

PERRY ELLIS
INTERNATIONAL

**MODERN SLAVERY JOINT DISCLOSURE STATEMENT
UK MODERN SLAVERY ACT & AUSTRALIAN MODERN
SLAVERY ACT - FY23**

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This statement is issued in accordance with the Modern Slavery Act 2015 (section 54), and outlines the steps we take as a business to prevent slavery and human trafficking in our own operations and supply chains. The first modern slavery statement for Perry Ellis Europe, Ltd (PEEL) was published in 2016. We recognise that modern slavery is a growing global issue and we understand our responsibility to continuously review and improve our practices, to ensure we have the most effective responses needed to prevent, mitigate and remediate any negative impacts on human rights.

A photograph of a modern white building with a large blue abstract sculpture in the foreground. The text "Modern Slavery" is overlaid in a cursive font. The building has a sign that reads "PERRY ELLIS INTERNATIONAL". The scene is set outdoors with palm trees and a blue sky with clouds.

Modern Slavery

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SUNLIGHT

Modern slavery, while not defined in law, serves as an umbrella term that emphasises the commonalities between slavery, forced labour and human trafficking. Essentially, these are all situations of exploitation in which a person cannot refuse or leave an exploitative situation due to threats, violence, coercion, deception or abuse of power. To fully understand the potential risk, scope and scale within our industry, it is necessary to define the different elements that constitute modern slavery.

We remain steadfast in our commitment to promoting human rights and improving working conditions throughout our supply chain.

What is Slavery?

Slavery, in accordance with the 1926 Slavery Convention, is:

- 1.** Slavery is the status or condition of a person over whom any or all of the powers attaching to the right of ownership are exercised.
- 2.** The slave trade includes all acts involved in the capture, acquisition or disposal of a person with intent to reduce him to slavery; all acts involved in the acquisition of a slave with a view to selling or exchanging him; all acts of disposal by sale or exchange of a slave acquired with a view to being sold or exchanged, and, in general, every act of trade or transport in slaves¹

¹ <https://www.ohchr.org/en/instruments-mechanisms/instruments/slavery-convention>

FORCED OR COMPULSORY LABOR

In accordance with the International Labour Organization (ILO) Forced Labour Convention 29 and Protocol, is:

“All work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.”²

It refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as manipulated debt, retention of identity papers or threats of denunciation to immigration authorities.

HUMAN TRAFFICKING

Anti-Slavery International defines human trafficking as *“the recruitment, transportation, transfer, harbouring or receipt of people through force, fraud, coercion or deception, with the aim of exploiting them for profit.”³*

²<https://www.ilo.org/global/topics/forced-labour/definition/lang--en/index.htm>

³<https://www.antislavery.org/slavery-today/human-trafficking/>

Key Facts & Figures⁴

50 Million
people living in
modern slavery

86% of forced
labour cases
are in the
private sector

28 Million
were in forced
labour

PEEL believes that every person has a right to decent and humane working conditions. Accordingly, PEEL is committed to ensuring that our business and supply chain reflect our values. We are dedicated to monitoring and develop our practices, and we strictly prohibit the use of forced or compulsory labour, slavery, and human trafficking.

⁴ https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_855019/lang--en/index.htm



Who We Are

Perry Ellis Europe Ltd. (PEEL), is UK-based and is a wholly owned subsidiary of Perry Ellis International, Inc. (PEI). A leading designer, distributor and licensor of a broad line of high quality men's and women's apparel, accessories and fragrances. The Company's collection of dress and casual shirts, golf sportswear, sweaters, dress pants, casual pants and shorts, jeans wear, active wear, dresses and men's and women's swimwear is available through all major levels of retail distribution.



The Company enhances its roster of brands by licensing trademarks from thirds parties, including: Nike® for swimwear, and Callaway®, PGA Tour®, and Jack Nicklaus® for golf apparel.



OUR BUSINESS



PEI Revenue FY23

UK - \$88M

Global - \$854M



RETAIL STORES

244 globally (all brands)



GLOBAL ASSOCIATES

Total - 1500+



OFFICES

18 US & International

Australia

PEI has direct licensee agreements with two companies registered and established in Australia. Our business is limited to licensed royalties as well as sales generated via Wholesale and Ecommerce. In FY23, total net sales for wholesale and Ecommerce were £314,475. Licensee royalty revenues were USD\$24,542. PEI does not operate or employ any associates in Australia. We do not manufacture, own or control any entities in Australia. Products sold in Australia were produced by approved licensed suppliers. Refer to Our Due Diligence and Assessing Risk sections for further details.



Our Global Supply Chain

To meet our customers' needs in an efficient manner, our supply chain is constantly evolving, both at the manufacturer and country level. Collectively, PEEL and PEI manufacture products through a global network of Suppliers. These suppliers are all independent, and not owned by either PEEL or PEI.



Mapping deeper into supply chains beyond Tier 1 can be challenging for the apparel industry as a whole. Through active and consistent supplier engagement and our due diligence processes, we continue to map and gain visibility further into our supply chain.

*Tier 1 suppliers - Manufacturing facilities

**Tier 2 suppliers - Printing, embroidery, laundry

A woman with long brown hair, wearing black-rimmed glasses and a black blazer, is sitting on a modern chair. She is looking towards the camera with a neutral expression. Her hands are resting on her lap, and she is wearing a gold ring on her left hand. A semi-transparent white rectangular box is overlaid on the center of the image, containing the text "Our Due Diligence" in a blue, cursive font. The background is a plain, light-colored wall and floor.

Our Due Diligence

Key Actions TAKEN IN FY23

SUBJECT:

Mitigate Risk

Training & Raising Awareness

Vendor Requirements

Manage ESG Risks

Reduce water, carbon and raw material usage

GOALS:

Continue assessing risk through supplier audits

Increase visibility risk via Tier 2 suppliers SAQ's and audits

Train our suppliers on forced labour

Train our associates on modern slavery

Update Vendor Code of Conduct

Sedex Membership

WRAP (Waste & Action Programme) Textiles 2030 membership

ACTION TAKEN:

263 audits were conducted in Tier 1 suppliers. 93% were industry audits and 7% were internal and third party audits. ⁵

52 Tier 2 assessments were conducted. 62% audits were a combination of industry and /third party audits, of which 84% were conducted by APSCA auditors. 38% of Tier 2 suppliers completed Self Assessment Questionnaires. There were no findings of forced labour or child labour findings identified.

In FY23, in-person as well as virtual supplier training sessions were conducted in Bangladesh ⁶

Compulsory online forced labour training was also launched via the Sedex platform to linked suppliers.

Our global associates in supply chain-facing roles completed compulsory modern slavery training. ⁷

In April 2022, we launched our revised Vendor Code of Conduct (VCOC) that builds upon our commitments and expectations of suppliers surrounding human rights and working conditions throughout our supply chain. Key updates included: Migrant Labor, Women's Rights, Bribery, Environment and Subcontracting.

The revised VCOC was shared with all direct suppliers and was incorporated into our Master Supply Agreement as well as Licensee agreements.

In 2022, we became members of Sedex. Sedex is an ethical trade membership organisation that helps businesses uphold responsible business practises and source responsibly. Through membership, we aim to improve supply chain visibility, identify & manage ESG risks to ensure our suppliers are upholding safe and ethical practises.

Textiles 2030 is the UK's most ambitious voluntary agreement, where signatories collaborate on carbon, water and circular textile targets, and contribute to discussions around policy development for textiles in the UK. The initiative is designed to limit the impact clothes and home textiles have on climate change in line with the Paris Agreement and the UN Fashion Industry Charter for Climate Action.

STATUS:

Ongoing

Ongoing

Completed

Ongoing

Ongoing - Farah became signatories in January 2022 and the programme is ongoing until 2030

⁵ Refer to Due Diligence - Audit Process

⁶ Refer to Training and Collaboration

⁷ Refer to Training & Collaboration

Assessing Risk

As part of our ongoing commitment to ensure we identify and reduce modern slavery risks within our supply chain, we mapped our direct and licensee supplier locations utilising the US Department of State Trafficking in Persons (TIP) Report (2022)*. The Department of State places each country in the report into one of four tiers, as mandated by the Trafficking Victims Protections Act (TVPA). The placement is not based on the size of a country's problem but on the extent of government efforts to meet the TVPA's minimum standards for the elimination of human trafficking. As a result of mapping our supply chain risk, we identified the countries where our suppliers operate in correlation to each country tier.

12%

TIER 1:

Highest ranking, government meeting TVPA's minimum standards

12%

TIER 2 (WATCHLIST):

Absolute number of victims of severe forms of trafficking is increasing. Failure to provide evidence of increased efforts to combat severe forms of trafficking from previous year. The determination that a country is making significant efforts based on commitments by the country to take additional steps over the next year.

59%

TIER 2:

Government does not fully meet TVPA's minimum standards but are making significant efforts to reach compliance.

17%

TIER 3:

Countries whose governments do not fully meet the TVPA's minimum standards and are not making significant efforts to do so.

* <https://www.state.gov/wp-content/uploads/2022/10/20221020-2022-TIP-Report.pdf>

To better understand the inherent country and site risks associated with the suppliers working on the Farah brand, our UK Sourcing Team utilised the tools of the Sedex Radar Portal. The information gathered via SMETA audits, Self Assessment Questionnaires (SAQ) and visibility of inherent industry and geographical risk helps to inform the actions and remediation undertaken during the coming reporting period - e.g. increased site visits where risk is highest, roll out of further training for both suppliers and internal teams, and greater scrutiny of supply chain mapping information.

Farah branded products are made in: Bangladesh, China, Turkey, Italy, Romania, UAE, Vietnam, India, Cambodia and Portugal.

OUR RISK ASSESSMENT UTILISING THE SEDEX TOOLS IDENTIFIED THE FOLLOWING:

COUNTRIES WITH HIGH OR MEDIUM -HIGH INHERENT RISK FOR FORCED LABOUR AND HUMAN TRAFFICKING:



BANGLADESH



CHINA



ROMANIA



INDIA



TURKEY



VIETNAM

COUNTRIES WITH HIGH OR MEDIUM HIGH INHERENT RISK FOR CHILD LABOUR:



BANGLADESH



CHINA



ROMANIA



CAMBODIA



UAE



INDIA



TURKEY



VIETNAM

Results associated with our risk analysis found no evidences of forced or child labour nor human trafficking in our Farah supply chain.



Migrant Workers

According to the ILO, approximately 169 million people live outside the country where they were born. While millions are forced to leave their homes because of violent conflicts or natural disasters, the main reason people leave is economic — searching for better-paying work and brighter futures. However, due to limited access to networks, information and resources, migrants frequently need to look to third party sources for help. If verified information is not readily available through obvious, official channels, then local agents, intermediaries and employers can leverage their superior control of resources to exploit migrant workers with relatively low cost and risk. Due to this power imbalance between employers and migrant workers, migrant workers are a highly vulnerable group for modern slavery and human trafficking.

PEI maintains a strict migrant worker policy that is expected to be signed and upheld by all direct suppliers. Our 2022 supply base revealed 16 Tier 1 suppliers within 10 countries who employ migrant production workers. There were a total of 4929 migrant workers within PEI Tier 1 suppliers, representing approximately 2% of our global production base. Of the 10 countries that employ foreign migrant workers, Jordan, Cambodia and Malaysia rank the highest total, accounting for 86% of all PEI supplier foreign migrant workers.

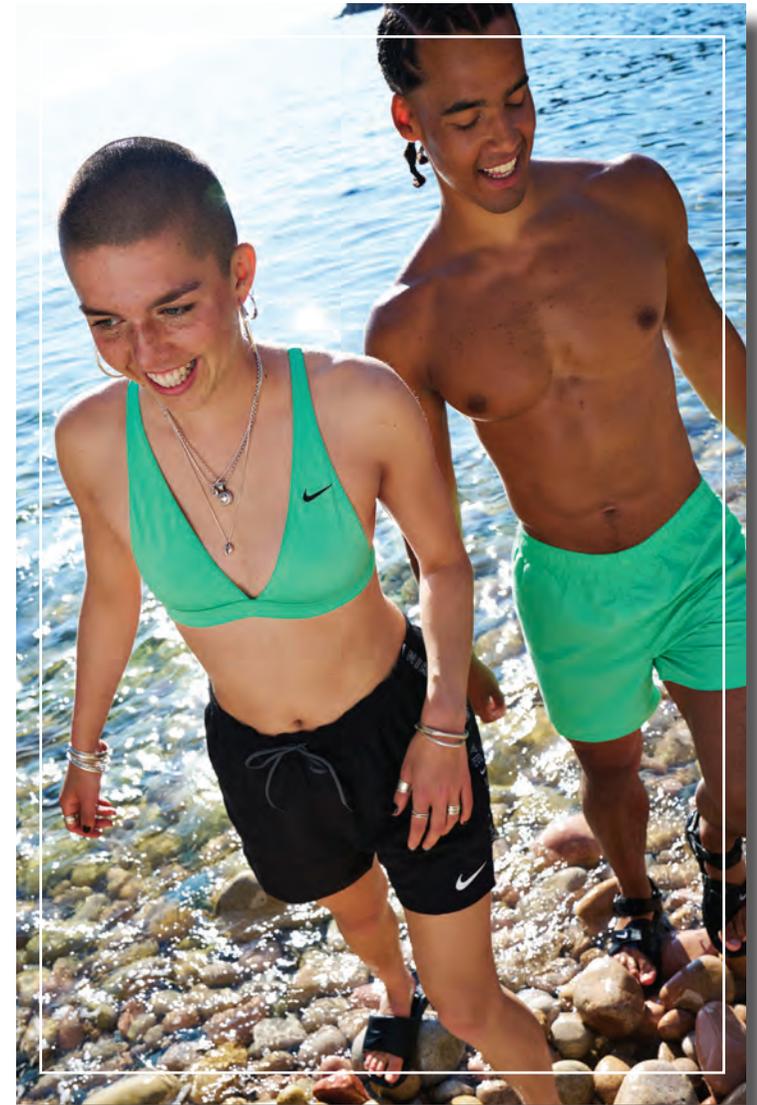
** Refer to 'Our Due Diligence' slide 16 for FY23 audit results.*

Onboarding

Onboarding suppliers is a key step in our process to ensure all potential brand partners align with PEI/PEEL standards. We take an integrated approach to screen suppliers prior to production placement. A fundamental aspect of our onboarding process is to require all Tier 1 suppliers to certify in writing through our Master Supply Agreement and Vendor Code of Conduct (VCOC), their compliance with PEI standards including all applicable laws within the country of business, including those related to human trafficking and slavery.

Direct suppliers are evaluated on their compliance with our VCOC through announced or unannounced audits with our internal auditors or third party providers. In lieu of conducting internal/third party audits, facilities may submit industry audits based on recognised industry standards (please refer to “Our Audit Process” for further information). All reports are reviewed by our Compliance team and when applicable, we work closely with our suppliers to ensure proper remediation is implemented. All purchase orders are reviewed prior to production placement to ensure only registered and approved suppliers are utilised. To further transparency, Tier 2 suppliers must be disclosed during the onboarding process. Tier 2 suppliers must provide a current industry audit report. If one is not available, Tier 2 suppliers must complete PEI’s Self Assessment Questionnaire and provide supportive documentation to ensure compliance with PEI’s VCOC.

We understand that unauthorised subcontracting poses a risk for forced labour. To minimise the risk, we work in close collaboration with Sourcing, Quality Assurance auditors, and regional Merchandising teams to help identify unauthorised subcontractors within our supply chain. As an additional form of oversight, the Compliance Team provides ongoing supply chain updates, ensuring field teams are aware of all supplier changes. If unauthorised subcontracting is identified, we conduct an internal investigation and require orders to be moved to an approved supplier. In these cases, a chargeback penalty may be issued and if necessary, we shall terminate the business relationship with the supplier. There were no instances of unauthorised subcontracting identified in FY23.



LICENSEES

Our onboarding process is the same for factories being considered for production through our licensees. Factories are required to undergo our registration process as well as stringent auditing and review processes. Licensees must submit a current 3rd-party audit from an approved auditing company before they can be authorised to begin production. Our auditors review these reports carefully and will reject any factory that does not meet PEI requirements. If/when findings are identified that require remediation, a Corrective Action Plan (CAP) along with supporting documentation is required. All CAPs are reviewed by our Compliance team to ensure findings were properly remediated.

OUR AUDIT PROCESS

Ongoing onsite monitoring is a tool we utilise to identify and address risk within our supply chain. At a minimum, direct suppliers are audited on an annual basis. When applicable, corrective action measures are taken to ensure the implementation of proper remediation, including desktop reviews or onsite follow-up visits. Through continuous improvement and working in close partnership with our suppliers, we believe that remediation best serves the interests of workers by enabling the supplier to develop safe, compliant and respectful workplaces. Continuous engagement with suppliers on their progress in addressing forced and involuntary labour risks helps us ensure the effectiveness of our program.

IN FY23:

263 AUDITS CONDUCTED:

- 73% were Unannounced/Semi-Announced
- 74% of audits conducted in Bangladesh, China, India & Vietnam
- 93% were industry accepted audits
- 82% of audits conducted by APSCA auditors
- APSCA (Association of Professional Social Compliance Auditors) Certified auditors APSCA's Mission is to enhance the professionalism, consistency and credibility of individual auditors and organizations performing independent social compliance audits.⁸

179 LICENSEE FACTORY AUDITS CONDUCTED:

- 85% - Announced/Semi-announced
- 81% of audits conducted in China, India & Vietnam

SUPPLIER AUDITS CONDUCTED IN FY23 DID NOT REVEAL ANY OF THE FOLLOWING FINDINGS:

- Indebted labour resulting in worker recruitment or placement
- Deceitful employment practices at the time of recruitment
- Threat or coercion during the employment term
- Retention of passports or documents
- Forced labour, child labour or human trafficking

⁸ <https://www.theapsca.org/wp-content/uploads/2020/07/APSCA-Competency-Framework-D-011-ENG.pdf>

Responsible Sourcing of Materials

Responsible Sourcing of Minerals Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Dodd-Frank Act”) aims to address concerns that proceeds from the trade and exploitation of certain minerals originating in several central African countries were helping to finance extraordinary violence in the Democratic Republic of the Congo (the “DRC”). The Conflict Minerals Rule requires a reasonable country of origin inquiry, to determine whether the conflict minerals originated in the DRC or one of its adjoining countries (the “Covered Countries”).

We utilised a third party provider to assist us in completing our Reasonable Country of Origin Inquiry (RCOI) as a part of our due diligence process. This process was executed utilising the Organisation for Economic Co-operation and Development OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance). We provided a list of metal trim suppliers to our provider to engage and gather information regarding the presence and sourcing of tantalum, tin, tungsten and gold (3TG) used in products and components supplied to PEI/PEEL. Suppliers were asked to provide information regarding the sourcing of their materials with the ultimate goal of identifying the 3TG smelters or refiners (“SORs”) and associated mine countries of origin. Suppliers were requested to provide an electronic signature before submitting their data to PEI to verify that all answers submitted were accurate to the best of the supplier’s knowledge. As a result of our due diligence, one smelter was deemed high risk. The associated supplier was informed to ensure the smelter obtained the necessary certification or was otherwise replaced. All of the other responding suppliers identified to have regulated metals (3TG) had Conflict-Free Certifications.

We require all-scope metal trim suppliers to undergo our due diligence process on an annual basis in order to be approved for use in our products. Once approved for the reporting year, suppliers are registered in our PLM system. There are control mechanisms in place within our PLM that cannot be bypassed for purchase orders that contain in-scope metal trims. Any new suppliers must be pre-approved prior to registration.





POLICIES

PEI VENDOR CODE OF CONDUCT:

- Establishes our minimum requirements and expectations of how we and our supplier partners conduct business to uphold human rights, labour, environmental, ethical and legal requirements in their own operations and their supply chains.

<https://www.pery.com/Company/SocialCompliance>

[Migrant Worker Policy](#)

(Click in the button)

[Forced Labour Policy](#)

(Click in the button)

[Conflict Minerals Policy](#)

(Click in the button)

Internal Policies

- Code of Business Ethics and Conduct

<https://www.pery.com/Company/EthicsAndConduct> Employee Helpline

SPEAKING UP

We provide an anonymous ethics and compliance third party hotline for all of our employees. Any employee wishing to submit a report anonymously can do so without fear of retribution. Reporting is available 24 hours a day, 7 days a week.



Training & Awareness

SUPPLIER TRAINING

We recognise that engagement with our supply chain partners should not be limited to audits. Equipping suppliers with knowledge and the tools to enable them to improve and succeed must be a priority. Training provides an avenue for suppliers to identify gaps, ask questions, engage with other suppliers and learn best practices. In FY23, in-person and virtual supplier training sessions were conducted in Bangladesh. The training included the following topics:

- PEI Compliance Standards & Vendor Code of Conduct
- Conflict Minerals Compliance
- Corrective Action Plans and Proper Remediation
- Modern Slavery, Human Trafficking & Forced Labour

In addition, compulsory online forced labour training was also launched to linked suppliers via the Sedex platform. The training included:

- Risk factors related to forced labour
- Understanding the remediation procedure for forced labour
- Steps to take to prevent forced labour and meet legal requirements



Internal Training & Awareness

PEI global associates in supply chain-facing roles completed compulsory modern slavery training. The third party interactive training was designed to provide detailed understanding of modern slavery within supply chains including its inherent risks, how to recognise it, and how to respond if it has been detected.

In the course of the year, Compliance and Sourcing associates also attended workshops, webinars and conferences on industry-related topics and forthcoming regulations.

Anti-Slavery Day takes place every year on 18th of October. Each year, this day provides an opportunity for individuals, organisations, businesses and charities to raise awareness of the dangers and consequences of modern slavery, human trafficking and exploitation. The UK Anti-Slavery Day Act was passed into law in April 2010, and the first Anti-Slavery Day took place on 18 October 2010. To raise awareness, within our UK teams, we shared an interactive document specifically relevant to Modern Slavery in the UK. The document included modern slavery facts, fundraising opportunities, ways associates could get involved during Anti-Slavery Week as well as resources that included: Spot the Signs, a briefing on Modern Slavery and Human Trafficking in the UK.





Responsible Recruitment Commitment

In 2018, PEI joined the American Apparel & Footwear Association (AAFA) and Fair Labor Associations (FLA)'s Commitment to Responsible Recruitment, a proactive industry effort to address potential forced labor risks for migrant workers in the global supply chain. Per the commitment:

As an industry and as individual companies, we are committed to the fair treatment of workers in the apparel, footwear, and travel goods supply chains. One important part of this ongoing effort is working together to eliminate conditions that can lead to forced labour in the countries from which we source products. We commit to work with our global supply chain partners to create conditions so that:

- No workers pay for their job
- Workers retain control of their travel documents and have full freedom of movement; and
- All workers are informed of the basic terms of their employment before leaving home.

Therefore, companies who sign the Commitment to Responsible Recruitment agree to do the following:

- Incorporate the Commitment to Responsible Recruitment into their company social compliance standards, such as their code of conduct, before December 31, 2019.
- Periodically report on their actions to imbed elements of the Commitment to Responsible Recruitment in company's policies and processes through their sustainability reporting and/or modern slavery legal disclosures.

PEI has fulfilled these requirements and will continue to monitor our suppliers through our due diligence process to ensure ongoing compliance to the Commitment.

*For more information, please visit:

https://www.aafaglobal.org/AAFA/Solutions_Pages/Commitment_to_Responsible_Recruitment

Memberships



The UK Fashion & Textile Association (UKFT) is the largest network for fashion and textile companies in the UK. The UKFT brings together designers, manufacturers, suppliers, agents, educators and retailers to promote their businesses and our industry, both in the UK and throughout the world.



Textiles 2030 is WRAP's (Waste and Resources Action Programme) 's award-winning and ground-breaking initiative, harnessing the knowledge and expertise of UK leaders in sustainability to accelerate the UK fashion and textiles industry towards a circular economy. Textiles 2030 is the UK's most ambitious voluntary agreement, where signatories collaborate on carbon, water and circular textile targets, and contribute to discussions around policy development for textiles in the UK. The initiative is designed to limit the impact clothes and home textiles have on climate change in line with the Paris Agreement and the UN Fashion Industry Charter for Climate Action. The Farah brand is proud to have become a signatory to the programme in January 2022.



Sedex helps businesses improve sustainability performance. Their mission is to supply its data-driven insight, tools and services to improve environmental, social and governance (ESG) outcomes, manage risks and work with suppliers to ensure fair working conditions for the people who make their products and deliver their services.



We are members of the AAFA who represent more than 1,000 world famous name brands, retailers, and manufacturers. AAFA drives progress across supply chain & sourcing; trade, logistics, & manufacturing and stands at the forefront as a leader of positive change for the apparel and footwear industry. With integrity and purpose, AAFA delivers a unified voice on key legislative and regulatory issues. AAFA enables a collaborative forum to promote best practices and innovation.

Moving Forward

We remain committed to mitigating potential modern slavery risks within our supply chain through ongoing due diligence, governance and strengthening internal policies. Our aim in FY24 is to focus the following key areas in our resolve to support our commitments:

SUPPLIER TRAINING

Our suppliers play an integral part of our supply chain. Effective training provides an excellent opportunity for capacity building and increasing awareness of salient risks associated with modern slavery. We plan to extend forced labour training to our high volume suppliers as well as to those in high risk areas.

MASTER SUPPLY AGREEMENT

Strengthen our Master Supply Agreement to better align with our policies and upcoming legislative requirements.

MIGRANT WORKERS

Further advance our visibility to in-country migrant workers within our supply chain through supplier engagement and SAQ's.

TRANSPARENCY

Supply chain transparency is central to risk management, building trust and improving performance. There is growing consumer interest in knowing where products come from and who creates them. Concern over issues such as climate change, and tragic events such as the Rana Plaza garment factory collapse in 2013, has accelerated consumers' knowledge and concern about ethical and sustainable sourcing.

We recognise that working with complex and global supply chains means that full visibility can be difficult, but we shall continue to work toward increasing transparency within our supply chain.

We are acutely aware of the need to evaluate and mitigate against the inherent risks to human and environmental rights associated with our industry, and the countries in which our goods are made.

As well as harnessing the capabilities of our PLM platform to move toward further visibility beyond Tier 2 suppliers, we are exploring the use of external industry specialist tools which will allow us to map, store and verify the details of our most complex supply chains.

In addition, to further our commitment to increased transparency, sharing best practices and making meaningful improvements, it is our intention to become Candidate members of the Sustainable Apparel Coalition. This is a full circle collaboration that benefits all stakeholders. By coming together as a coalition we can help to create an industry that is more sustainable, focusing on reducing environmental impacts and improving social justice.

We will continue to work with our external partners as well as internal stakeholders to ensure we are equipped to meet the demands of forthcoming legislative requirements.



Closing statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending January 31, 2023.

Darren Brown

Signed Darren Brown (Aug 24, 2023 15:52 GMT+1)

Darren Brown, Corporate Secretary, Perry Ellis Europe Limited