

## **Modern Slavery Statement**

### **(Second Statement)**

#### **Introduction**

This Statement is made in accordance with Section 54, Part 6 of the **Modern Slavery Act 2015** (MSA).

The main purpose of Uneek Clothing Company Limited is to provide clothing manufacturing and distribution services to customers in the UK and worldwide. Uneek is committed to respect for human rights, in our own operations and in our supply chain.

#### **Structure and Supply Chain**

Uneek is a UK-based company with its Head Office in London. We have a Distribution Centre in South Wales where all our products are received and dispatched worldwide. All our European operations are headquartered in Germany.

Uneek's products are produced in various countries, with dedicated facilities in Pakistan and Bangladesh – we have discontinued our operations in China. Uneek's products are manufactured to our own designs standards and then shipped directly to our Distribution Centre through various carriers.

#### **Policies on Modern Slavery**

We are fully aware of the prevalence of slavery and human trafficking, as well as other human rights abuses, which occur in some of the countries we operate in. That is why, before we work with any manufacturer or supplier, we make sure they adhere to the International Labour Organisation Conventions on Slave labour, Forced Labour and Human Trafficking. To ensure that these practices do not take place in any factory supplying to us, we have put in place a mandatory reporting and monitoring system. We carry out random and spot checks (unannounced) as well as pre-agreed checks at the factories. All our factories are compliant with SEDEX, ISO9001, ISO14001 as well as OEKO-TEX. Uneek pays and is committed to a Living Wage in the UK and pays the highest possible rates to their overseas suppliers. We adhere to the ideal of Global Human Rights Policy in that we recognise the right of all employees, whether in the UK or overseas, to have a safe and respectful workplace. All Uneek employees, manufacturers and suppliers are committed to complying with all applicable laws regarding slavery and human trafficking whether in the UK or overseas countries where we conduct our business.

#### **Due Diligence Processes**

Uneek is committed to and applies the OECD Due Diligence Guidance for Responsible Business Conduct (as of 31<sup>st</sup> May 2018). That includes Due Diligence for Processes for Slavery and Human Trafficking, and Due Diligence Guidelines for Responsible

Supply Chains. In order to combat the risk of slavery and human trafficking, we take steps to identifying those areas of our business where there is a risk of slavery and human trafficking taking place. Therefore, Uneek consults key external informational resources to identify where there could be a risk of slavery and human trafficking. We will continue to monitor the situation and, where necessary, implement corrective measures. Moreover, all employees (UK and Overseas) can contact the Director of Personnel (or anyone else in senior management) directly and in strict confidence to voice any concerns they might have about the treatment they or their colleague(s) are receiving which might be less favourable; which might be an indication of slavery or human trafficking.

### **Risk Assessment**

We set out to identify the existence and the extent of any slavery and human trafficking in our supply chain by conducting checks (including spot checks) at all factories that supply us; interviewing workers without their managers or supervisors being present; collaborating with the suppliers in putting in place measures to prevent slavery and human trafficking. For example, we had heard that there were instances which could have been construed as slavery and human trafficking in that some under age children were being “employed” in one of our suppliers’ factory. We spoke to the supplier and made a visit to the factory. It turned out that this was incorrect. Nevertheless, it was explained to them that it was not an acceptable practice and, if at any time such practice was discovered to be taking place then our relationship with them would be terminated. All regular audits are independently carried out by SMETA.

### **Measuring Effectiveness**

In a change to our First Statement, we have now put in place verifiable KPIs to measure progress which are regularly reported. This is achievable through collaboration with the suppliers, visits, independent social auditors (SMETA) and reports from NGOs. On their advice, we pay above the Leaving/Minimum Wage in the UK and overseas.

### **Training Staff**

Our commitment to identifying and eradicating any potential human rights breaches is shared by all Uneek’s employees. We will continue to identify ways to improve employee and supplier awareness of Uneek’s commitment to respect human rights and efforts to prevent modern slavery and human trafficking. All staff are trained to identify and report any potential slavery or human trafficking.

This Statement has been approved by the Board of Uneek Clothing for submission.

Raza Khan  
Director/CEO

Karim P Tshibangu  
Director of Personnel/HR & Compliance

This 15<sup>th</sup> Day of July 2024