INTRODUCTION

This statement has been published in accordance with the UK Modern Slavery Act, which requires businesses to disclose the steps they are taking to tackle slavery, servitude, forced and bonded labour, child labour and human trafficking (together known as ‘modern slavery’). It sets out the steps that Matchesfashion Limited (t/a MATCHESFASHION) takes to prevent modern slavery within our own business and our supply chains. This statement relates to actions and activities during the financial year 1 February 2019 to 31 January 2020.

OUR COMMITMENT

MATCHESFASHION is committed to preventing modern slavery in its corporate activities and across its supply chains. We have zero tolerance approach to slavery and human trafficking.

OUR BUSINESS AND SUPPLY CHAIN

MATCHESFASHION is a global luxury retailer of men’s and women’s fashion, as well as homeware products. We stock over 600 established brands and deliver to more than 170 countries across the world. We are primarily an online retailer, but also operate three stores in London and host a number of international events throughout the year. Our operations are supported by a team of over 700 employees, the majority of whom are based in our head office in London. In addition, we manage one distribution centre and a photography studio (both London-based) and a local office in Hong Kong. MATCHESFASHION’s operations also include our in-house brand, Raey.

Our supply chain includes an international portfolio of brands that vary in size, from the world’s largest and most influential fashion houses to small artisan and boutique designers. To support our general business operations in the UK we have a number of suppliers relating to functions including (but not limited to) logistics, technology, office management and professional services.

MATCHESFASHION is majority owned by Funds advised by Apax Partners.

OUR GOVERNANCE

Executive Team: Our Executive Team is responsible for the creation and implementation of our wider strategy and business performance and is ultimately accountable for ensuring we are a responsible business.

Modern Slavery Working Group: We have developed a Modern Slavery Working Group in order to ensure we continue to understand our modern slavery risks, define preventative and mitigating actions and progress against our action plans. This groups includes key stakeholders from across the business, chaired by our Chief HR Officer and attended by our Chief Operating Officer who feeds into our Operations Board.
OUR APPROACH

In order to manage the varying modern slavery risks across our supply chain, we have identified four core groups of people:

- Our direct employees
- People directly and indirectly employed by suppliers for our in-house brand, Raey
- People directly and indirectly employed by suppliers of products for re-sale
- People directly and indirectly employed by suppliers of goods and services not for re-sale

The following sections of this statement outline our existing policies, procedures and due diligence processes.

Our direct employees

Our policies and procedures

- **Anti-Bribery Policy:** This policy sets out our zero-tolerance approach to bribery and corruption and commitment to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery.
- **Code of Business Conduct:** This code of conduct sets out our values, responsibilities and obligations with regards to the handling of certain ethical situations commonly faced by the company and its employees, including anti-competitive activity, confidentiality of information, conflicts of interest, corruption and bribery, discrimination and whistleblowing.
- **Whistleblowing Policy:** This policy sets out our commitment to providing an ethical and moral working environment, free from malpractice, harassment, bullying, discrimination and breaches of Health and Safety. It outlines how MATCHESFASHION's employees and individuals performing functions in relation to the organisation can report breaches of this commitment without fear of recrimination.

Steps taken during 2019/20

In 2018, we established our Modern Slavery Working Group to drive action to stamp out slavery across the business and supply chains, as detailed in ‘Our Governance’ section above. We also developed our Code of Business Conduct to provide detailed guidance to all our employees on all our internal policies and procedures. Similarly, we’ve developed an online portal for our employees, ‘OUR POINT OF VIEW’ to share all our policies and procedures in an easy to navigate and digestible format.

People directly and indirectly employed by suppliers for our in-house brand, Raey

Our policies and procedures

- **Code of Conduct:** This Code of Conduct sets out expectations of our suppliers, including our in-house brand Raey, relating to internationally recognised standards and appropriate codes of practice covering the significant sustainability impacts associated with business activities.
People directly and indirectly employed by suppliers of products for re-sale

Our policies and procedures

- **Code of Conduct:** This Code of Conduct sets out expectations of our suppliers, relating to internationally recognised standards and appropriate codes of practice covering the significant sustainability impacts associated with business activities.

Key requirements of our suppliers include:

- Ensure compliance with relevant national and international laws.
- Take reasonable steps to ensure that there is no modern slavery or human trafficking in its or its subcontractors supply chains, or in any part of their business.
- Ensure that wages are sufficient to meet the basic needs of personnel, and where possible, to pay the Living Wage throughout the supply chain.
- Oppose the use of physical or verbal abuse, or corporal punishment throughout the supply chain.

We endeavour to support our suppliers to ensure that they meet the standards of the code. However, as stated in the code, MATCHESFASHION reserves the right to suspend trading with any supplier found to be in breach of one or more of these Principles.

People directly and indirectly employed by suppliers of goods and services not for re-sale

Our policies and procedures

- **Code of Conduct:** This Code of Conduct sets out expectations of our suppliers, relating to internationally recognised standards and appropriate codes of practice covering the significant sustainability impacts associated with business activities. The key requirements are set out on page.
- We endeavour to support our suppliers to ensure that they meet the standards of the code. However, as stated in the code, MATCHESFASHION reserves the right to suspend trading with any supplier found to be in breach of one or more of these Principles. The Code of Conduct is publicly available online.
- **Procurement Templates:** We have a standard Request for Information (RFI) document which is sent out to potential suppliers during the tendering process and before a contract is signed off, including a request for a list of all policies and certifications. Here, suppliers with policies covering modern slavery risks are identified.

This statement was approved on 05/07/2021 by the organisation’s [board of directors/members], who review and update it annually.

Signed:

Jason Weston, COO

Dated: 22/07/2021