

# MODERN SLAVERY ACT STATEMENT

**2022**

Since GANT was founded in 1949, community has been at the core for GANT: from the people working in the factories in our supply chain, to our employees and our customers. They are all part of the community, and it is critical to respect and support those who we depend on.

GANT has implemented several policies and processes to respect human rights in our value chain and combating any kind of modern slavery is an integral part of due-diligence practices at GANT. The purpose of this Modern Slavery Act Statement is to describe the steps GANT has taken during the reporting year to manage modern slavery risks in our operations and supply chain.

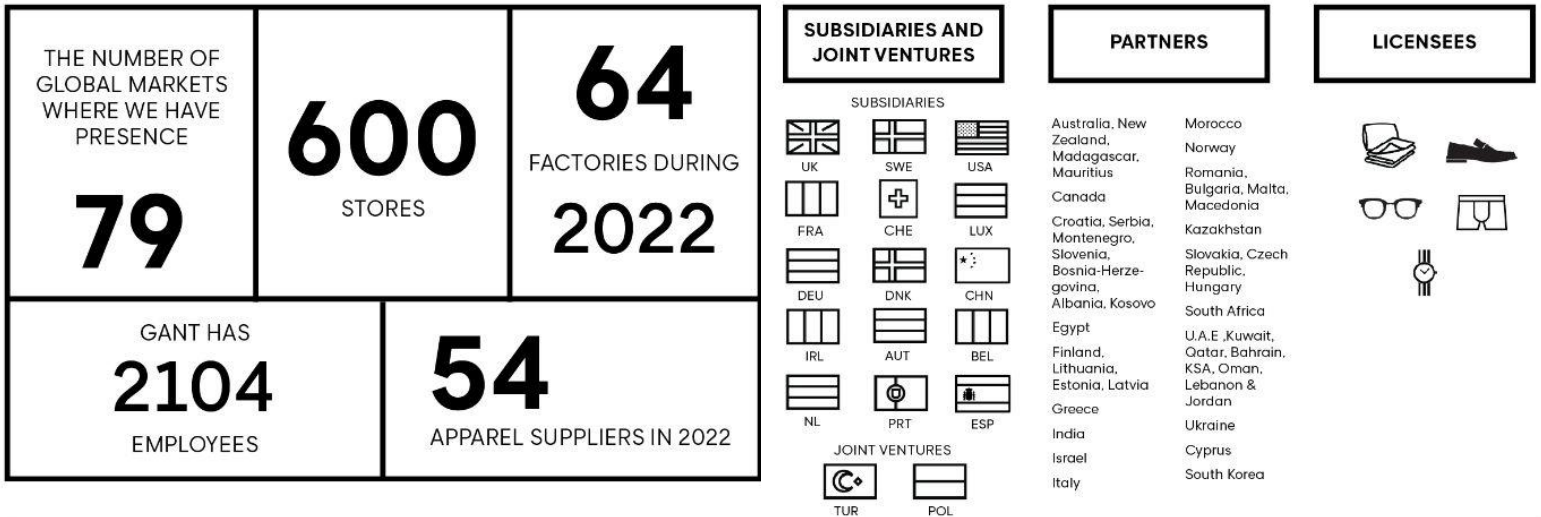
This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015. It constitutes the Moderns Slavery and Human Trafficking Statement for GANT Holding AB and other relevant group companies for the financial year ending on December 31st 2022.

This statement has been approved by the Board of directors on the 31st of May 2023.

Signed by

Patrik Söderström  
CEO  
May 2023

GANT



**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. The company has presence in around 80 markets and 600 stores.

The GANT Group has its own subsidiaries that operate in Austria, Belgium, China, Denmark, France, Germany, Ireland, Luxembourg, the Netherlands, Portugal, Spain, Sweden, Switzerland, United Kingdom and the USA. By the end of 2022, GANT had 2104 employees and during the year we worked with 54 apparel suppliers in the production of our products.

**IMPLEMENTATION OF MODERN SLAVERY ACT AT GANT**

GANT is committed to respecting human rights throughout our value chain and preventing Modern Slavery is an integral part of Human rights Due Diligence at GANT. This includes:

- proactively assessing risks of adverse human rights impacts in our value chain;
- communicating requirements and expectations with the help of policies, guidelines and trainings;
- monitoring compliance and progress with the help of audits, KPI's and grievance mechanisms;
- striving for continuous improvements with corrective action plans and follow-up audits.

**RISK ASSESSMENT**

Risk assessment is conducted on a regular basis in order to proactively identify and prioritize risks in the value chain.

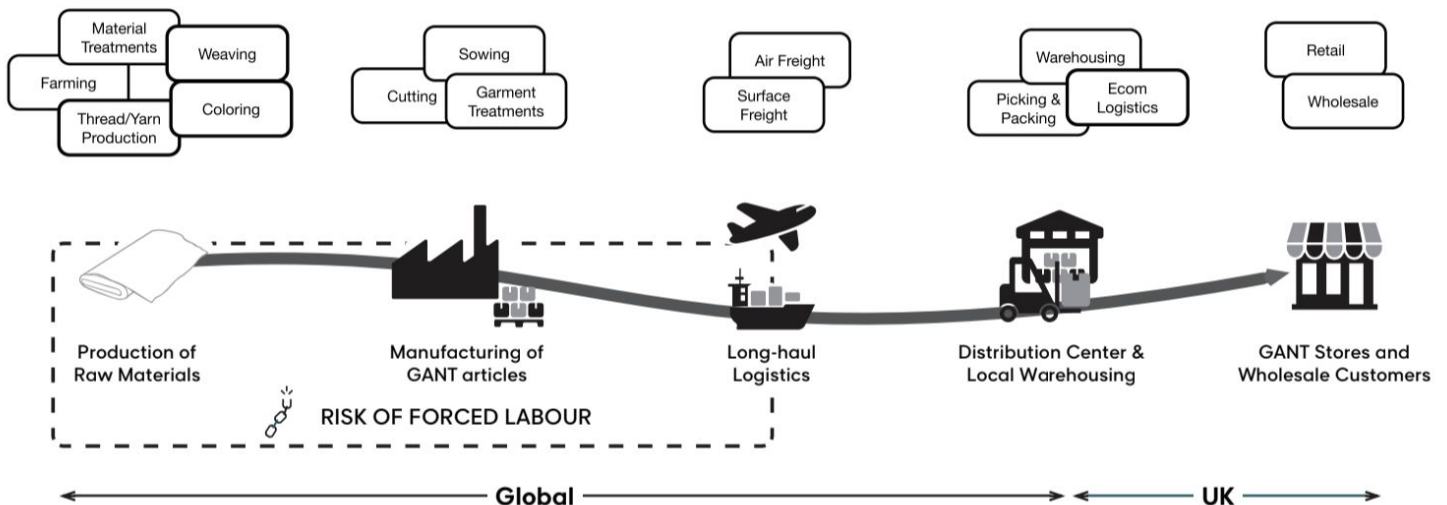
Risk assessment aims to align with OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector & UN Guiding principles for business and human rights and assesses risks from a country-perspective, product-perspective and based on GANT's sourcing- and business-model.

Traceability is fundamental for effective risk assessment and GANT works to increase the awareness of where key production processes takes place. In 2022, GANT continued the focus on developing our framework for traceability with new requirements for all suppliers. This includes tracking where key production processes occur for all our products on a seasonal basis. Information that is collected includes where fabric production, dyeing and printing takes place and from which country and region the raw material comes from. The information is used to meet both regulatory requirements regarding consumer information and for environmental and social due-diligence in the supply chain. By the end of 2022, we reached the milestone of having the country of origin information for all cotton and work continuously to collect even more detailed information about its origin.

Modern Slavery is judged to be a high priority risk due to the severity of the potential impacts and has been identified to be highest in supply chain and within long-haul transportation.



**GANT APPAREL / GANT LICENCEES / GANT HOME**



**POLICIES, GUIDELINES AND TRAININGS**

The Code of Conduct and Sustainability policies are developed to communicate our standards and to reduce risks and impacts throughout the entire supply chain. Prevention of involuntary labor and human trafficking is one of the areas which are addressed through the Code of Conduct.

The Code of Conduct follows well recognized international conventions and frameworks such as the OECD, the International Labor Organization’s conventions and recommendations, the United Nations’ Global Compact, Universal Declaration of Human Rights, Convention on the Rights of the Child and Convention on the Elimination of All Forms of Discrimination against Women.

As materials are usually sourced by our suppliers, due-diligence becomes more challenging further along the supply chain, due to complexity when it comes to transparency and influence. GANT’s Responsible Material Policy requires suppliers that source cotton for GANT to have processes in place to prevent labor and human rights risks in material production. Furthermore, the policy has requirements regarding the country of origin for cotton. In accordance with the Transparent supply chain strategy and Respectful and safe work requirement strategy we are increasing the traceability of materials used in our products and take action to increase the transparency by including key material suppliers in our Sustainability program for suppliers.

The sustainability manual is a complement to the Code of Conduct and Sustainability policies and is used to elaborate on the requirements and to give more practical guidance on GANT’s ways of working to the suppliers. In an onboarding meeting new suppliers are trained in the GANT standards and mutual expectations about the partnership are discussed. All new factories also has to undergo mandatory 3rd party audit and sustainability vetting prior onboarding.

To raise awareness about modern slavery all new GANT employees takes part of sustainability training which, among other things, introduces the standards in the Code of Conduct and modern slavery.

**MONITORING AND GRIEVANCE MECHANISM**

To monitor that the Code of Conduct is being followed, GANT works with semi-announced third-party audits on all factories. GANT acknowledges several audit standards in order to reduce audit fatigue. Approved audit standards include BSCI, ICS, SA8000, SEDEX, WRAP and HIGG vFSLM/SLCP. GANT is a long term member of AMFORI and the majority of audits take place within the BSCI program.

Metric	2022
Suppliers signing Code of Conduct and Sustainability policies %	100%
Factories in risk countries audited %	100%
Factories in non-risk countries audited %	100%

Another important element in the monitoring process is the Grievance Policy and Mechanism which enables for stakeholders to raise concerns that relate to activities undertaken by GANT or our business partners. The grievance mechanism is available at <https://whistleblowing.gant.com> and enables a safe way to raise concerns with improved anonymity. The tool enables communication and feedback with the reporter and a safe investigation. All reports are fully investigated, and appropriate actions taken.

**CORRECTIVE ACTION AND IMPROVEMENT**

If any deviations occur in third-party audits or through other channels, we aim to support our partners by developing corrective action plans in order to close deviations and improve performance. When doing so we aim to identify the root cause of the deviations to prevent it from happening again. Follow-up audits are done on a regular basis and the time interval depends on the initial audit score.

GANT also react to reports from external stakeholders such as the media and NGOs. When relevant, those cases could result in grievance investigations even if they are not directly addressed to GANT. During the year, no non-conformances or grievances relating to forced labor has been processed.