

# MODERN SLAVERY ACT STATEMENT

**2019**

GANT is a company built on its beliefs. We strive to stay true to ourselves as individuals and to follow our corporate core values. We take responsibility for our actions and the impact that they have. We recognize that we can contribute to the development of a sustainable society with no place for modern slavery, which can be defined as servitude, forced or compulsory labour, or human trafficking. It is an issue that we take very seriously. We have a zero tolerance policy for any abuse of human rights. Even though we estimate the risk of modern slavery occurring at GANT or within our supply chains to be small, we are committed to combating it. All suspicions and concerns should be reported to the management who will take immediate action accordingly.

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 AB and other relevant group companies for the financial year ending 31 December 2019 to prevent modern slavery and human trafficking in its business and supply chain.

GANT

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## ABOUT GANT

GANT is an original American lifestyle brand with European sophistication, offering premium clothing for men, women and children as well as accessories and home furnishings. We have a global presence in over 81 markets with 750 stores and 4 000 selected retailers and online operators. GANT has 1415 employees, 63 apparel suppliers and works with 118 factories in tier one.



## POLICIES AND DUE DILIGENCE

Factors including political instability, war and mass migration increase the risk of human rights abuse. As a global company, GANT has a responsibility to consider the ways in which we can combat any such abuses. One element is the care with which we choose and manage our professional relationships. We work closely with our suppliers and business partners to constantly improve the quality and efficiency of our work, while at the same time setting clear objectives for addressing social and environmental issues. To make sure all parts of our organization understand and adhere to GANT's values, including supply chains, we have established policies and due diligence processes based on our beliefs. These policies must be signed by anyone working with GANT.

## CODE OF CONDUCT

GANT is committed to conducting business with fairness and a strong sense of social awareness. In line with this philosophy, and to further strengthen social and environmental standards GANT has set up an Internal and Supplier Code of Conduct. This code has been established in accordance with the OECD, the International Labour Organization's conventions and recommendations, and the United Nations Global Compact, Universal Declaration of Human Rights, Conventions on the Rights of the Child and Convention on the Elimination of All Forms of Discrimination against Women. By signing the GANT Code of Conduct, companies and suppliers are, within their scope of influence, committing to the social and environmental standards laid down in the Code. They must take appropriate measures within their company policy to ensure their implementation and compliance. In addition, suppliers must ensure that the Code of Conduct is also observed by subcontractors involved in production processes of final manufacturing stages carried out on behalf of GANT.

## AMFORI BUSINESS SOCIAL COMPLIANCE INITIATIVE (BSCI)

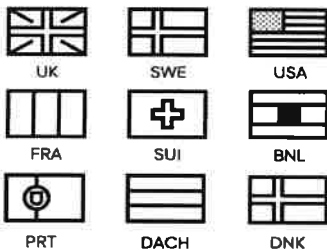
GANT is a member of the Amfori Business Social Compliance Initiative (BSCI), an international initiative to improve working conditions in the global supply chain. Through BSCI, a common Code of Conduct is shared by 650 companies. This Code of Conduct regulates working environment issues, including workplace health and safety, working hours, no forced labour, industrial compensation and the prohibition of child labour.

## GRIEVANCE POLICY AND MECHANISM

At GANT we all have a responsibility to be aware of the risks of modern slavery. Any concerns or suspicions shall be reported in accordance with the grievance mechanism to [confidential@gant.com](mailto:confidential@gant.com). All reports will be fully investigated, and appropriate actions taken.

## SUBSIDIARIES AND JOINT VENTURES

### SUBSIDIARIES



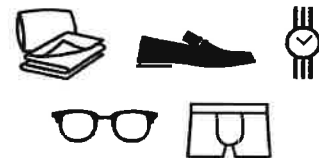
### JOINT VENTURES



## PARTNERS

Australia & New Zealand  
China  
Croatia incl Serbia, Montenegro, Slovenia, Bosnia-Herzegovina, Macedonia, Albania, Kosovo  
Denmark incl Iceland, Greenland, Faroe Islands  
Egypt  
Finland incl Lithuania, Estonia, Latvia  
Greece incl Cyprus, Malta  
India incl Bangladesh, Sri Lanka, Nepal, Maldives  
Israel  
Italy  
Libya  
Morocco  
Norway  
Romania & Bulgaria  
Russia incl Kazakhstan, Belarus  
Slovakia incl Czech Republic, Hungary  
South Africa incl Namibia, Botswana, Lesotho, Mozambique, Swaziland, Zimbabwe  
U.A.E incl Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, Iran, Lebanon, Jordan  
Ukraine  
Spain, Andorra

## LICENSEES



GANT

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## SOCIAL COMPLIANCE AUDITS

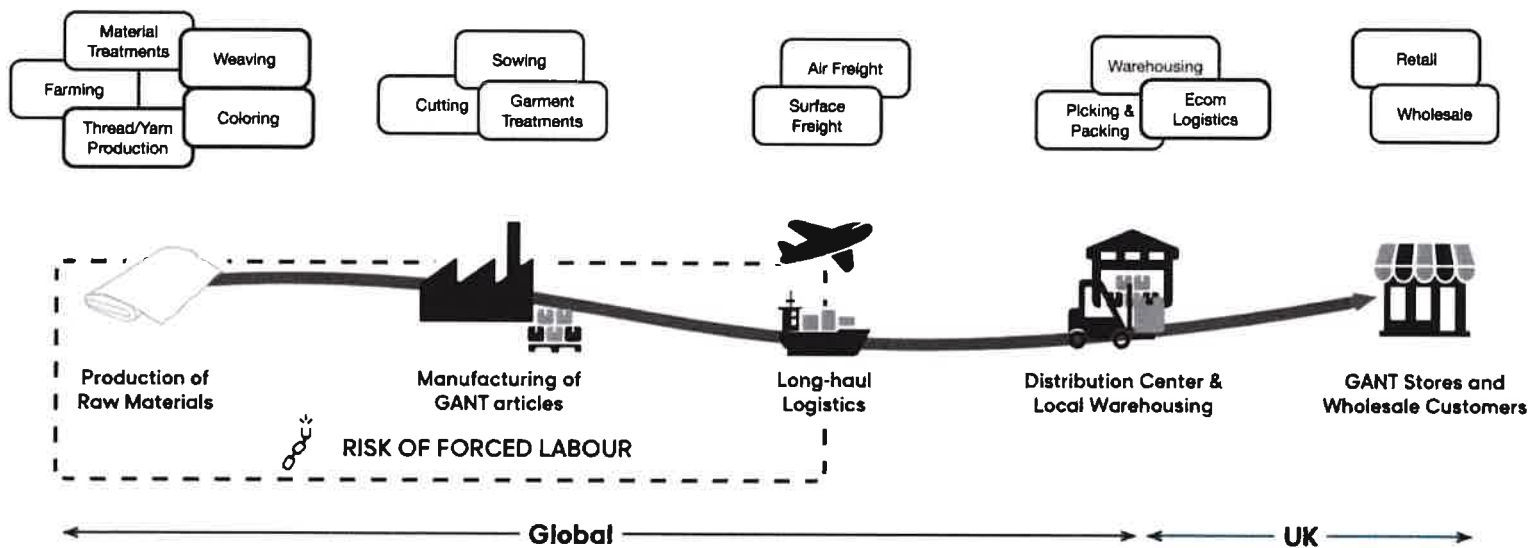
Even though we consider the risk of modern slavery within GANT to be small, we are constantly vigilant. We consider our supply chains to be the most vulnerable stage of production. Therefore during 2016 we updated our supplier contracts to include an additional clause addressing modern slavery and requesting suppliers to make their own risk assessments and conduct regular controls of their operations.

We have also made an annual extensive risk analysis of our factories and supply chain in accordance with the Modern Slavery Act Statement. To conduct the operations safely in these factories we have chosen to conduct third party audits.

## HOW HAS THE MODERN SLAVERY ACT BEEN IMPLEMENTED WITHIN GANT?

GANT has conducted an extensive risk analysis in accordance with the Modern Slavery Act Statement. In conjunction with this we have updated and implemented all relevant GANT policies. This includes informing and training all staff and employees to be in accordance with GANT's value and requiring all managers to make sure their business areas are aware of, and in compliance with, the Modern Slavery act Statement. In our production facilities we have implemented due diligence for suppliers. For GANT, working to combat modern slavery is a priority that is constant and continuing, the progress and work have been documented and can be read in the annual GANT sustainability report.

## GANT APPAREL / GANT LICENCEES / GANT HOME



Signed by

Patrik Söderström  
CEO, GANT AB  
May 2020

GANT