



## **MODERN SLAVERY STATEMENT**

### **INTRODUCTION**

This statement has been published in accordance with section 54 of the Modern Slavery Act 2015 and outlines the measures we are taking to identify and prevent modern slavery and human trafficking within our business and supply chains. As a responsible retailer, we are dedicated to eliminating exploitation in our operations and fostering ethical practices throughout our supply chain.

### **ORGANISATION'S STRUCTURE AND BUSINESS**

The story begins in 1993. After a bracing and inspiring walk along a coast path in Cornwall, Weird Fish was born with a simple mission: to produce well priced, well made, and distinctive clothes that become instant feel-good favourites. 30 years later we are proud to still have the same founding values at our core. We are a lifestyle retailer of own-brand clothing, footwear, and accessories. Operating online, UK & Internationally through our own Stores and Concessions in the UK and via Wholesale stockists in the UK & EU. We trade online via [www.weirdfish.co.uk](http://www.weirdfish.co.uk)

From our head office in Tewkesbury, England we employ and manage over 241 staff across our 34 UK Retail stores and 60 Concession sites, additionally we have 273 active wholesale stockists in the UK and EU. We occasionally use the services of freelancers and contractors and have a third-party warehouse in the UK.

We have a global annual turnover of £42.6m which has increased by 11.6% from the previous year. Weird Fish Holdings limited includes the trading company Weird Fish Limited along with an intermediary holding company Weird Fish Clothing Limited and a dormant subsidiary Weird Fish Retail Limited.

Our business model involves sourcing products from a diverse range of international suppliers. We source clothing, accessories, and footwear from 35 suppliers operating 57 factories across 6 countries. Additionally, we engage approximately 400 active non-product suppliers, including logistics, courier partners, shopfitters, and tech suppliers. While modern slavery is a global issue, we recognize the heightened risks within the apparel industry due to complex supply chains and labour practices. We take modern slavery seriously, acknowledge our responsibility to protect human rights, and are committed to continuously improving our practices to address these issues.



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### OUR SUPPLY CHAIN

The table below explains the tiers in our Supply Chain. We have mapped our first Tier 1 and partially mapped Tier 2 which we will continue to map throughout the next year.

	First Tier	Second Tier	Third Tier	Fourth Tier
Description	Factory that supplies direct to Weird Fish	Supplier of components or processes to First Tier Factory	Supplier of components or processes to Second Tier Factory	Raw Materials suppliers
Processes	Cutting, sewing (including subcontractors) knitting, packing and shipping of Weird Fish Product	Laundry, garment dyers, fabric mills, dyers and printers. Buttons, zips and threads	Yarn ginning, scouring, bleaching, blending ,dyeing	Cotton, wool, linen farmers, man-made fibre
Mapping Status	Full visibility	Partial visibility with key volume suppliers	Limited visibility	Currently no visibility
Action	Audits and CAPR reports recorded and reviewed annually	Roll out to all suppliers 2025/2026	Map with key volume suppliers 2026	Map with key volume suppliers 2026



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### OUR LOCATIONS

We currently partner with 35 apparel and footwear suppliers, who manufacture our products through 57 Tier 1 factories employing over 29,800 workers. These facilities, located across six countries, produce a wide range of garments and accessories including fleece, t-shirts, dresses, handbags and footwear.

Country	Number of Suppliers	Number of Factories	Total Workers
Bangladesh	3	11	17866
India	10	24	8243
China	18	18	1887
Turkey	2	2	900
Morocco	1	1	336
Sri Lanka	1	1	651
Total	35	57	29883

### POLICIES

Our organisation has established policies that reflect our commitment to preventing modern slavery in all forms. Our Anti-Slavery Policy articulates clear guidelines and expectations regarding ethical behaviour, emphasising that slavery and human trafficking will not be tolerated in any aspect of our operation. This policy is applicable to all employees, suppliers and partners, ensuring that everyone within our sphere of influence understands their responsibilities in upholding these standards. It is regularly reviewed and updated and reissued to our Tier 1 suppliers as part of our supplier manual.



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### **RISK ASSESSMENT & CONTINUOUS IMPROVEMENT**

As part of our commitment to eradicating modern slavery, we have strengthened our risk assessment processes for Tier 1 factories through audits, supplier engagement, and ethical compliance checks. Over the past year, we have enhanced our data collection to include workforce size and gender breakdowns, providing greater insight into demographic risks and gender-specific vulnerabilities.

Although we are currently focused on Tier 1 mapping, these improvements have allowed us to:

- Identify regions with a higher concentration of female workers who are often more vulnerable to exploitation.
- Increase the transparency in our immediate supply chain, laying the groundwork for mapping beyond Tier 1

The ongoing improvement of our risk assessment process reflects our commitment to protecting workers within our Tier 1 supply chain. As we progress, we will expand our supply chain mapping beyond Tier 1 and further strengthen our approach to tackling modern slavery and human rights risks.

### **OUR DUE DILIGENCE & AUDITING**

We conduct extensive due diligence and auditing of our Suppliers. The results of these investigations directly influence our supplier and sourcing strategy and are key to ensuring that we make the best, well made, distinctive clothing. The process involves the following:

#### **1. SUPPLIER SELF-ASSESSMENT FORMS**

All First Tier Suppliers are required to complete and sign our Supplier Self-Assessment form and are issued with a Supplier Manual, which is required to be signed and returned, which includes the following:

- Anti-bribery and Corruption Policy
- Anti-Discrimination Policy
- National Child Labour Laws
- Factory Audit requirements and compliance



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### **2. THIRD PARTY AUDITS**

We use independently conducted audits to review practices within our suppliers' facilities. All our Tier 1 suppliers are required to provide an independent Audit. The Audits requested are ideally SMETA – SEDEX Members Ethical Trade Audit, but we will accept Audits from other companies such as AMFORI BSCI and Wrap.

### **3. RISK ASSESSMENTS**

We review supplier audits and assess non-compliances across key risk areas, using a red, amber, green grading system. To strengthen this approach, we are joining Sedex and working with the Ethical Trading Initiative (ETI) to incorporate broader country and industry specific risk assessments.

### **4. SUPPLIER VISITS**

Our Product team conducts biannual visits to supplier sites to assess factory conditions and verify audit findings. In 2024, they visited 13 suppliers and 17 factories across Bangladesh and India, covering 83% of our total production.

### **5. LOCAL AGENTS**

We partner with trusted local agents to monitor compliance and improve visibility at source. In the past year, 75% of our products were managed by agents with full-time factory presence, regular site visits, and structured compliance and training programs.

We do not currently conduct due diligence on our stores and facilities in the UK, due to the robust labour laws and regulations in place. However, we remain vigilant and ensure that all our UK operations comply fully with national employment standards and ethical practises.

## **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We recognise that we are only as good as the partners we work with and the integrity of our supply chain is essential to our commitment to the prevention of modern slavery. To ensure alignment with our values and ethics, we require all our suppliers to officially sign our Code of Conduct, which outlines the standards and expectations we uphold.





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### **GOVERNANCE AND CONTINUOUS IMPROVEMENT**

This year, we reinforced our commitment to ethical supply chain management by strengthening our compliance function and becoming a foundation member of the Ethical Trading Initiative (ETI). These steps have improved our capacity to monitor supplier practices, manage audit data, identify risks, and align our due diligence with international human rights standards.

### **TRAINING AND AWARENESS**

In the past year, as part of our commitment to preventing modern slavery, we have developed a training presentation on ethical compliance and human rights. This presentation has been delivered to all staff with supply chain responsibilities to ensure they are better equipped to identify any potential risks. The training is a key tool in raising awareness and fostering responsibility across the business.

### **ADDRESSING MODERN SLAVERY INCIDENTS**

If we identify any incidents of modern slavery, we are committed to take immediate and effective action. Additionally this year we have developed a subcontracting policy to enhance accountability throughout our supply chain. This policy outlines clear guidelines for subcontracting practices and will ensure that all suppliers adhere to our ethical standards. We have circulated this policy among all active suppliers to reinforce our expectations along with a revised Code of Conduct.

### **OUR EFFECTIVENESS IN COMBATting SLAVERY AND HUMAN TRAFFICKING**

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- The number of Supplier Audits conducted and the number of non-compliance findings related to modern slavery
- Percentage of Employees who have completed training on modern slavery and human trafficking.



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### **COMING YEAR FOCUS**

- Strengthen our due diligence processes by joining Sedex and leveraging guidance from the Ethical Trade Initiative to deepen our understanding of modern slavery risks. This will involve conducting comprehensive assessments of country and industry specific risks.
- Continue to enhance visibility and transparency within our supply chain by mapping further into our Tier 2 suppliers.
- Expand the rollout of modern slavery awareness and prevention training across the broader business, informed by insights gained through our progression with the ETI Foundation.

### **CONCLUSION**

Weird Fish is dedicated to ensuring that modern slavery and human trafficking have no place in our business or supply chains. We are committed to continuous improvement and will continue to assess and enhance our practises to uphold the highest ethical standards and protect the workers.

### **APPROVAL AND SIGN OFF**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Weird Fish slavery and human trafficking statement for the financial year ending 2024 and was approved by the board 20 May 2025.

A handwritten signature in black ink, appearing to read 'David Butler', with a stylized flourish at the end.

**SIGNED BY:**

**DAVID BUTLER**  
**CEO**