



ALLSAINTS

MODERN SLAVERY STATEMENT FY 24/25

INTRODUCTION

Under the Modern Slavery Act 2015, companies carrying on business or part of a business in the UK and which provide goods or services with a turnover of £36 million or more are obliged to publish an annual Slavery and Human Trafficking Statement setting out the steps the company has taken to ensure slavery and human trafficking is not taking place in its supply chain or its own business.

This statement relates to the financial year 2024/25. It is made by AllSaints Retail Limited (“AllSaints”, “we” or “our”) and sets out the steps that AllSaints has taken to ensure that modern slavery is not taking place in its supply chains or in any part of its business. This statement has been approved by AllSaints’ board of directors and signed on behalf of the board of directors by Peter Wood, CEO on 13/11/2025.

Established in London in 1994, AllSaints is a global brand with an independent spirit.

We are a community that starts with our worldwide customer base, spread over 50 countries worldwide, across all ages and demographics. Headquartered in East London with studios in LA, Taipei, Seoul and Tokyo, our more than 2,000 global team members work hand-in-hand with our 51 manufacturing partners (and 175 Tier 1 manufacturing sites as of January 2024) to create full collections of womenswear, menswear, footwear and accessories.

We also proudly deliver every aspect of the brand experience in-house, from store design and construction to our online platforms. Our customers can find AllSaints in international stores, concessions and franchises across 28 territories as well as our online platforms and our partnerships with other global online marketplaces.





OUR VALUES

At AllSaints we see it as our responsibility to not only help our customers look good, but also feel good, in the knowledge that we have considered the supply chain throughout the design and manufacturing of our collections, AllSaints has a deep commitment to responsible practice – from sourcing traceable raw materials to reducing water usage, to being a member of [AMFORI](#), a leading business association for sustainable trade, supporting companies across the globe to operate successful and responsible businesses, by improving the Environmental, Social and Governance (ESG) performance of their supply chains.

This commitment extends to our company culture and operations. From the recruitment process to training all employees on diversity, equality and inclusion, AllSaints strives to be an amazing place to work. We're proud to be a winner of a number of awards in 2023 for our culture, diversity and CSR, including being listed in the top 100 Inspiring Workplaces, and winning a charity partnership award for our circularity-based partnership with UK homeless charity Shelter.

This year we are being more transparent with the disclosure of our policies within our statement. We want to ensure everyone can access these freely.

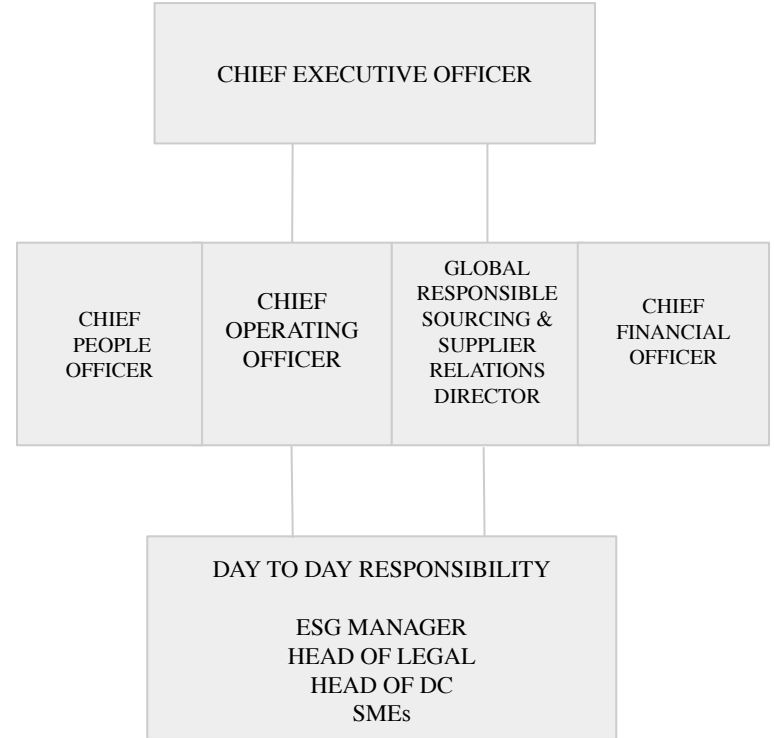
ACCOUNTABILITY & GOVERNANCE

The ultimate accountability for Sustainability and ESG sits with our Chief Executive Officer (CEO) for our Modern Slavery Activities.

We have implemented policies and standard operating procedures to address modern slavery issues. The day-to-day responsibility sits within the Sourcing team reporting into our Global Responsible Sourcing & Supplier Relations Director, who has responsibility and oversight for our ESG goals and targets.

GOVERNANCE

1. Weekly meetings with the ESG and Global Responsible Sourcing & Supplier Relations Director
2. Bi-weekly meeting with the ESG Manager and Head of Legal
3. Monthly meeting with COO, Global Responsible Sourcing & Supplier Relations Director, Heads of Buying, Design and Marketing





RESPONSIBLE SOURCING

AllSaints does not own the companies or factories that produce our goods, but we recognise our responsibility to ensure that the workers in these factories are able to make our products freely and in good working conditions. We are committed to addressing and preventing any risks found in our supply chain in line with our AllSaints Code of Conduct, Anti Slavery & Human Rights Trafficking policy and Cotton Sourcing Policy. We source the majority of our products from 175 direct tier 1 product manufacturing suppliers based in 16 territories Bulgaria, Cambodia, China, India, Indonesia, Mexico, Peru, Philippines, Poland, Portugal, Romania, Spain, Thailand, Turkey, UK and Vietnam (as of January 2025). We believe that it is important to engage with product suppliers who are reputable and considered to be ethical suppliers globally.

DUE DILIGENCE & REMEDIATION

AllSaints commits to act diligently in (a) assessing the actual and potential adverse impact of our business using the values and the principles of the Ethical Trade Initiative (ETI) Base Code, as laid out by the International Labour Organisation (ILO), (b) identifying in our business and our supply chains where the most significant risks for these adverse impacts may occur and (c) acting upon them with the aim of preventing and/or addressing them in line with the requirements of the ETI and ILO. In this context, we have undertaken the following due diligence steps.

ASSESSMENT OF MODERN SLAVERY RISK

Modern slavery is one of the most prominent risks within the global supply chain. The United Nations (UN) estimated 50 million people are in modern slavery. This figure includes 28 million in forced labour*.

We are committed to act responsibly and continually review the below areas to assess the modern slavery risks.

General recruitment practices

Use of recruitment agents

Young and vulnerable workers (including foreign migrant workers)

Management systems and processes

Wages and Benefits

Dormitories

We ensure that our employees, contractors and anyone else acting on AllSaints' behalf are aware of our whistleblowing telephone line and the accompanying whistleblowing procedure/policy so that risks such as modern slavery in our business dealings can be reported in confidence for subsequent investigation. This policy was reviewed in June 2025 and reissued to our whole community. We want to make sure that there are no barriers in reporting any non-compliance with our ethical sourcing policies.

[Whistleblowing policy](#) / *<https://www.un.org/en/observances/slavery-abolition-day>





MAPPING & MONITORING OUR SUPPLY CHAIN

In our current supply chain we are in 16 territories, we have 51 suppliers with 175 tier 1 factories with a total of 65,456 workers in the tier 1 supply chain.

Before we start any new business relationship we require all new suppliers to;

1. Onboard onto Origin supply chain software, disclosing their head office and tier one production site information
2. Read and agree to AllSaints policies
3. Complete our social compliance Self Assessment Questionnaire (SAQ).

In addition to these basic requirements all direct tier one sites of new and existing suppliers undertake and disclose a valid third party social audit, within the past 12 months, address any concerns found by raising non compliances within Origin and agreeing a corrective action plan with the relevant site. This year there have been site improvements made within Origin, using AI technology to screen and read the suppliers audit and cross reference with our internal equivalency. This has allowed us to spend more time working with our suppliers on any non conformities found.

If it becomes apparent a supplier is in breach through an audit or AllSaints visits or other means, we follow an internal Standard Operating Procedure (SOP) ensuring all measures were taken before disengagement from any Supplier or Site.

POLICIES

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business and that our products are ethically sourced. All policies go through an annual review and sign off from the relevant Directors to ensure the content remains rigorous and aligns to international standards. Our commitment to ethical sourcing and zero tolerance approach to modern slavery and human trafficking is written into the following policies:

[AllSaints Anti-Slavery and Human Trafficking Policy](#)

This policy was incorporated into our business in January 2017 and was added to our Supplier Manual, which is distributed to all our direct first-tier product suppliers to review, adhere to and sign. The policy also forms part of our employee policies and outlines the requirements of employees at AllSaints and other organisations that work on our behalf to ensure the prevention, detection and reporting of any modern slavery in any part of the business or supply chains. Any breach of this policy may result in disciplinary action for employees and can otherwise result in the termination of any business relationship.

[AllSaints Code of Conduct](#)

We use this code to outline the minimum requirements that all direct first-tier product suppliers must uphold in relation to their workers such as employment being freely chosen, no harsh or inhumane treatment of workers, and ensuring that child labour is not used. This code is based on the Ethical Trading Initiative (ETI) Base Code, which is founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of labour practice. The code is contained in our Supplier Manual.

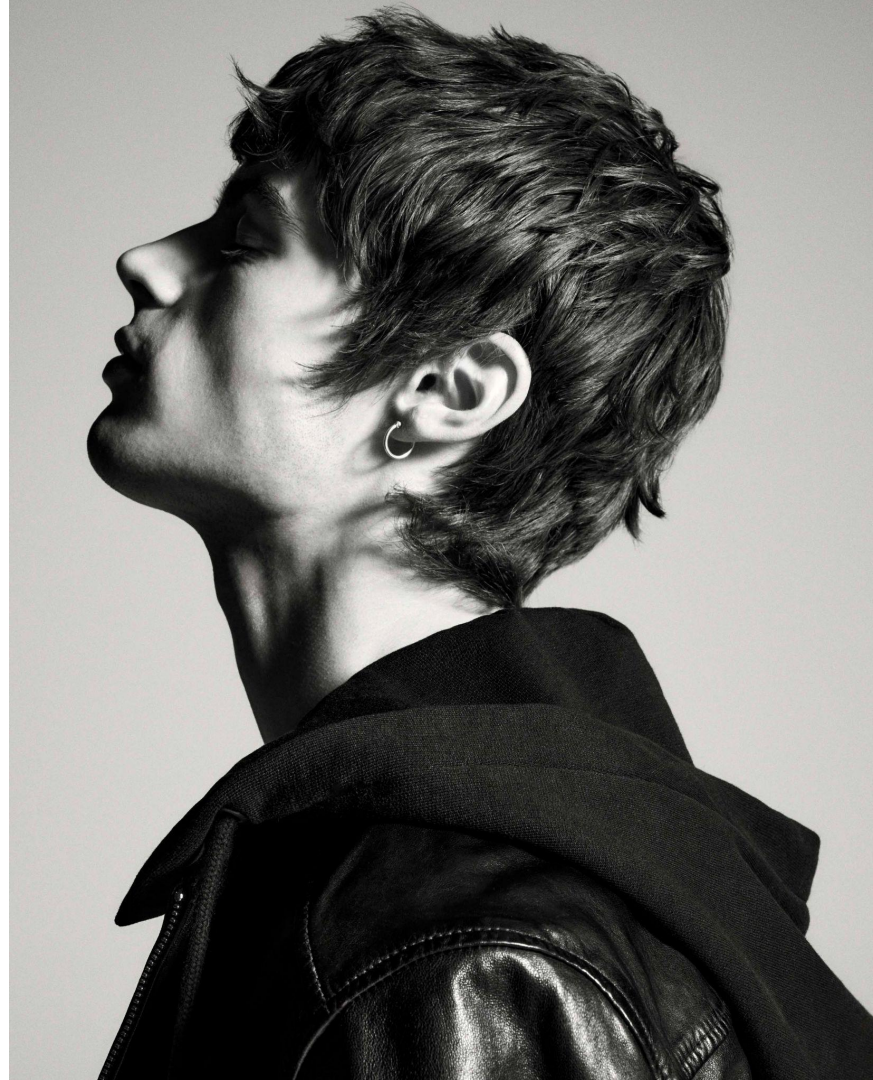
[AllSaints Cotton Policy](#)

This is also contained in our Supplier Manual. It specifically prohibits any direct first-tier supplier of AllSaints' products from sourcing its cotton from regions where there is a significant risk of modern slavery. AllSaints is committed to not knowingly sourcing cotton for the manufacture of any of our products where we believe there is a high risk of exploitation or the use of forced labour.

This year all the cotton used in our collection was made up of 95% traceable cotton. We collect this information from requesting Transaction Certificates (TC) for each cotton product. We check the details are accurate and that the TC is valid. We are always aiming for 100% but sometimes there are issues within the supply chain which are out of our control. The remaining 5% of untraceable cotton was from products made in low risk regions of cotton sourcing.

ANNUAL REVIEW

Our policies are continuously reviewed and updated as needed and in November 2024, the ESG team worked with several internal teams, including our legal department, to review, update and refresh existing policies. All policies were sent for final review from the relevant Directors.





KEY PERFORMANCE INDICATORS

PREVIOUS COMMITMENTS

REVISE AND PLAN NEW COMPANY-WIDE TRAINING FOR MODERN SLAVERY

This year People and Culture have invested in a new company training platform. We will be implementing our training through this platform in Nov 25

SUPPLY CHAIN MAP OF TIER 1 - PUBLIC DISCLOSURE

We have moved this commitment into 2026, as we are developing our internal ESG strategy and this will form part of that.

MAPPING OF COTTON SUPPLY CHAIN

This is an ongoing commitment for all the cotton used in our products. This year we have 95% of the cotton origin mapped.

SUPPLIER SHARING AND LEARNING

This year we invited all our tier 1 suppliers to sign up to Amfori. Within the Amfori site we can share industry training based on any non conformities found and through our Origin platform track these training with a view of the non compliances reducing.

KEY PERFORMANCE INDICATORS

NEW COMMITMENTS

1. By the end of 2025, we'll implement a process that allows anyone visiting a facility in our supply chain to carry out an internal audit. We'll provide training to all our product teams on how to complete these audits, with support from a third-party partner. This will help us gather further insight into our supply chain from anyone in the business who might be visiting.
2. By the end of 2026, we'll publicly disclose the locations of our Tier 1 Suppliers. This was a previous commitment we have moved into 2026
3. By the end of 2026, we'll launch training on recruitment practices and worker voice across all our Tier 1 Suppliers through our Origin platform.
4. By the end of 2026, all our Tier 1 Suppliers will have completed our modern slavery training.

By the end of 2027, all our Tier 1 Suppliers will have access to digital payments..



CHARITY PARTNERSHIPS

We continue to work with ‘Not For Sale’ to support their efforts to protect people and communities from human trafficking.

Our global partner, Not For Sale, helps protect communities around the world from modern-day slavery and human trafficking.

In 2021 we celebrated the 10-year anniversary of our partnership with Not For Sale, with another 10-year commitment to continue our ongoing efforts.

AllSaints are also continuing to encourage vendors to commit funds and make pledges to Not for Sale in the future.

FEB 2024 - FEB 2025

In addition to the above, we have in the last twelve months :

- Continue on our long-term sustainability journey, putting human rights and due diligence at the core of our strategy by using our internal social tool Origin to understand non compliances and offer training through Amfori. We continue to celebrate artisanship in our supply chain and ensure that our social, human and environmental impacts are continually monitored and reduced over time.
- This year, we reaffirmed our commitment to responsible sourcing. We underwent an audit by the International Down and Feather Testing Laboratory (IDFL) and achieved the following certifications:
 - Global Organic Textile Standard (GOTS)
 - Organic Content Standard (OCS)
 - Responsible Wool Standard (RWS)
 - Responsible Alpaca Standard (RAS)
 - Responsible Mohair Standard (RMS)
 - Recycled Content Standard (RCS)

CHARITY PARTNERSHIPS CONT.

We are committed to a number of industry-wide sustainability initiatives, such as The BRC's "Road to Net Zero", committing to be Net Zero by 2040. In addition to this we have signed up to WRAP's Textiles 2030, focusing on reducing the environmental impacts from the UK's textile industry.

1. We continue to bring our key suppliers together from around the globe.

This year we hosted the Suppliers in the UK of summer 2024 to talk about our overall business and ESG strategy, core business values and how we can collaborate to ensure every worker in our supply chain feels valued, and is treated with respect and dignity.

2. Regularly review our policies to ensure they remain fit for purpose. An annual review process involves team members from ESG, Technical, Design, Distribution Centre and our Legal Team.
3. Continued management support of ESG team and functions. The team has responsibility for AllSaints' sustainability reporting, due diligence processes including Modern Slavery, working with suppliers to drive uptake of more sustainable materials, and supporting the wider business with transformation to a Net Zero future.

SUMMARY

AS CEO OF ALLSAINTS, I REAFFIRM OUR UNWAVERING COMMITMENT TO ETHICAL CONDUCT, HUMAN RIGHTS, AND THE ERADICATION OF MODERN SLAVERY. THIS COMMITMENT IS A CORE TENET OF WHO WE ARE AND HOW WE OPERATE GLOBALLY.

WE RECOGNISE THAT THE GLOBAL CHALLENGE OF MODERN SLAVERY IS COMPLEX AND REQUIRES CONTINUOUS VIGILANCE, INVESTMENT, AND COLLABORATION. THIS YEAR'S ACTIONS, INCLUDING THE PUBLICATION OF OUR KEY SUPPLIER POLICIES AND THE ENHANCED COLLABORATION WITH EXTERNAL EXPERTS ON TRAINING PROGRAMS, REPRESENT TANGIBLE STEPS IN OUR JOURNEY TO BUILD A MORE TRANSPARENT, ACCOUNTABLE, AND RESPONSIBLE SUPPLY CHAIN.

WE BELIEVE THAT A COMMITMENT TO HUMAN RIGHTS IS A COMMITMENT TO A SUSTAINABLE AND SUCCESSFUL FUTURE, AND WE CALL ON ALL OUR PARTNERS TO JOIN US IN UPHOLDING THESE ESSENTIAL STANDARDS.



This Modern Slavery Statement was approved and signed Peter Wood, CEO 13.11.2025

