**SMCP UK LIMITED ("SMCP UK")**

**Modern Slavery and human trafficking statement relating to the financial year ended 31st December 2025**

Modern slavery is a crime resulting in an abhorrent abuse of human rights. The term 'modern slavery' is used to encapsulate the crimes of slavery, servitude, forced or compulsory labour and human trafficking.

**Introduction from Mrs. Isabelle GUICHOT (as representative of SMCP GROUP SAS, SMCP UK Director).**

We are committed to ensuring there is no modern slavery, including human trafficking, within our organisation and in any step of the supply chains. The purpose of this slavery and human trafficking statement is to show what we have done in the last financial year and what we will do going forward.

**Our organisation's structure, our business and supply chains**

We are a part of the SMCP group (the "**Group**"), and our ultimate parent company is SMCP SA. SMCP SA has its head office in France, 49 rue Etienne Marcel - 75001 Paris. The Group has over 6000 employees worldwide and operates in Europe, Asia, Oceania & America.

SMCP UK sells products under the Sandro, Claudie Pierlot and Fursac trademark as ready-to-wear and accessories (the "**Products**") to clients in the United Kingdom. For the financial year ended 31st December 2025 the Group had a global annual turnover of 1,217M€.

**Our policies and codes related to modern slavery including human trafficking**

We have appropriate policies and codes in place that underpin our commitment to prevent modern slavery including human trafficking in any part of our business or our supply chains. They are continuously reviewed and updated as appropriate.

**Our Anti-modern slavery policy (available upon request)**

Our Anti-modern slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective processes to ensure modern slavery, including human trafficking, is not taking place anywhere in our supply chains or our organisation.

**Our Whistleblowing policy (available upon request)**

All SMCP staff have easy access to our whistleblowing policy if they preferred to use that route to raise a concern related to modern slavery. Such concerns could also be raised by a member of staff to their manager or our Ethics Committee.

No such concerns were received this financial year, but we are not complacent.

We also have the following Codes in place relevant to modern slavery:

**SMCP Group Supplier Code of Conduct (available upon request)**

The Group requires its suppliers, and their supply chains, to demonstrate exemplary ethical behaviour in the conduct of their activities including in relation to human, labour, and social rights.

Suppliers are accordingly required not to resort to and to contribute to the systematic elimination of all forms of:

- forced and compulsory labour, including child labour
- illegal, clandestine, or undeclared work and hidden subcontracting
- breaches of local rules on working time
- breaches of local rules on working conditions/health and safety rules
- harassment, abusive or inhumane treatment; and
- discrimination

and to provide:

- fair wages and employee benefits; and
- permit freedom of association and trade unions.

Suppliers must self-report to the Group any violations of this Code of Conduct. Suppliers are not permitted to retaliate or take disciplinary action against any worker who has, in good faith, reported violations or questionable behaviour, or who has sought advice regarding this Code of Conduct.

The Group and/or its brands or an external partner mandated by the Group may audit compliance by its suppliers with the commitments contained in this Code of Conduct.

The Group asks its suppliers to provide complete and exact information including historical data, and to facilitate access to any administrative document and to any person on its premises.

The Group reserve the right to carry out one or more evaluations, audits, or tests in premises where products and services are designed and/or developed and/or sized and/or manufactured and/or repaired and/or the associated services are performed. An audit report will be drawn up by the auditors and communicated to the supplier, which will then have two working days from receipt thereof to make any comments.

In the event of non-compliance with this Code of Conduct, the Group will determine what corrective measures must be put in place to allow, if necessary, the continuation of business relationships. The supplier undertakes to implement, as soon as possible and at its expense, any measures necessary to put an end to said breach, without prejudice to the right of the Group to terminate the business relationship with the supplier immediately. In general, the Group will ensure that it provides support and advice to any supplier to improve its practices in order to meet the objectives referred to in this Code of Conduct.

The supplier undertakes to ensure that its subcontractors, suppliers or third parties who have contributed to the creation of its products and/or services comply with the requirements of this Code of Conduct and intervention by the Group on their premises, in particular through audits, as they would on the supplier's premises. The practical arrangements for such procedures will be defined jointly between the Group or its brands and the supplier.

The supplier agrees to regularly participate in meetings with the Group to take stock of compliance with the provisions of this Code of Conduct (particularly but not exclusively on environmental and health and safety matters) and define an action plan if necessary.

## SMCP Code of Ethics (available upon request)

Ethics is fully part of our values and is a fundamental guarantee of trust and high standards for all our stakeholders. It is essential for the success of the Group.

The Code of Ethics relies on both the fundamental values outlined above and the principles of the Universal Declaration of Human Rights, the United Nations Global Compact, the OECD Guidelines for Multinational Enterprises and the United Nations Principles for the Rights of the Child, Business and Human Rights and the Empowerment of Women. It provides the foundation on which our entire approach is based.

It applies to all SMCP employees, including executives, temporary workers, and agents in all the Group's areas of operation (offices, warehouses, and stores). SMCP also expects suppliers, customers, contractors, and all partners outside the Group to follow the ethical principles set out in this Code.

## SMCP Ethics Committee

Alongside the launch of the Code of Ethics, in March 2021, we set up an Ethics Committee comprising General Counsel, Human Resources Director and Internal Audit Director and whose main objectives concern:

- Contributing to the definition of the Group's rules of conduct and ethical culture
- Ensuring compliance with these rules and values through the deployment of the compliance program.
- Promoting the principles of the Code of Ethics and encouraging the development of good practices in this field.
- Collecting, analysing and processing reports and alerts relating to conduct/situations contrary to the Code of Ethics

The Ethics Committee ensures compliance with the rules and values defined by the Code of Ethics.

## Looking forward

### Training on combating modern slavery

All SMCP UK employees will receive e-learning training on combating modern slavery in our business and its supply chains in the financial year ending 31st December 2026.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2025. It was approved by the board on November 24, 2026.

SMCP GROUP SAS - Director - Represented by Mrs. Patricia Huyghues Despointes

Signature: 

For and on behalf of SMCP UK Limited

Date: November 24, 2026