

Modern Slavery Statement

Introduction from the Group Chairman and Chief Executive

Prominent (Europe) Ltd takes its commitments under the Modern Slavery Act very seriously. As a company we are committed to conducting business in a lawful, ethical and responsible manner, and expect our supply chain partners to share this commitment. Modern slavery and human trafficking are hidden, pervasive crimes, and we all have the responsibility to drive them out of our industry.

Prominent (Europe) Ltd Structure and Supply Chain

Prominent (Europe) Ltd is one of the world's largest garment manufacturers and importers of formal/casual menswear and ladies wear. On a contract basis we are a major supplier to the leading high street retailers in the UK, Spain, Italy and France. In the UK, we own the Savile Row tailor Chester Barrie, as well as the Chester brand which were acquired in 2007. The Company was founded in 1993 and is a wholly owned subsidiary of the Itochu Corporation. The Itochu Corporation is headquartered in Japan.

Prominent (Europe) Ltd began in the UK and has since established offices in Spain, Italy and France, together employing over 200 people. Our holding company, Itochu, has offices around the globe. The products we supply are sourced from key manufacturing partners in Asia, including Cambodia, Vietnam, Bangladesh, China and India.

Our Policies on Slavery and Human Trafficking

Prominent (Europe) Ltd is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or any part of our business.

All employees are expected to work within the requirements of the Prominent (Europe) Ltd Compliance Programme, company Policies and Procedures, as well as the Itochu Group Compliance Policy which is located on the internal intranet site. Itochu respects the laws and regulations of the countries where it does business and international rules, and will pursue the highest standards of ethical behavior in its dealings with customers, suppliers, employees, shareholders, and other stakeholders.

Our suppliers are required to formally agree to the terms of our Prominent (Europe) Ltd Sourcing Policy, prior to commencing business. Our Sourcing Policy contains our Ethical Code of Conduct, aligned to the ETI Base Code, which includes, among other requirements, conditions whereby factories producing our goods must ensure that employment is freely chosen, child labour shall not be used, and no harsh or inhumane treatment will occur.

Due Diligence Process

As part of our initiative to identify and mitigate risk we use a mixture of announced and unannounced, internal, second and third party auditing through our supply chain, which is

published on the Supplier Ethical Data Exchange (Sedex). Audit data forms the basis of risk assessments to identify areas of potential risk in our supply chain. Where potential risks are identified, a remediation plan is developed to best address them.

In order to make the audit process more robust in detecting instances of modern slavery and forced labour, as part of the Sedex Associated Auditor Group (AAG) we contributed towards the publication *Guidance on Operational Practice & Indicators of Forced Labour*. This document provides guidance on how to spot the signs of actual, likely or possible cases of forced labour for both auditors and audit readers.

Our staff based in regional Itochu offices have a deep understanding of the issue from interviewing workers, gaining their trust, and learning over time which agents and factories have good or bad reputations and practices. They are locally hired and speak the local languages. In cases where issues are found they will work resolutely with factory management to resolve them.

Contained within our Company Whistleblowing Policy, we have in place systems to encourage the reporting of concerns and the protection of whistleblowers. Additionally, all employees have the option to report concerns confidentially through the mechanism of the Itochu Group Compliance Policy.

Training

As part of our induction process, all new staff receive information to ensure understanding of the Prominent (Europe) Ltd Compliance Programme, Company Policies and Procedures, and the Itochu Group Compliance Policy. The induction process is signed off by all parties at the end of month one with a copy retained on the personnel file. All company policies are accessible on the company intranet for ease of reference.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains, relevant members of staff have had specific training on identifying indicators and assessing potential risk.

KPIs/Effectiveness

Our HR management systems monitor and ensure that all employees are given access to, and have a thorough understanding of, all internal Company policies and procedures.

As part of our due diligence process we analyse audit data to produce a risk rating. Monitoring this over time enables us to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our supply chains.

A handwritten signature in black ink, appearing to read "Nigel Lugg".

Nigel Lugg

Group Chairman and Chief Executive