

# MODERN SLAVERY ACT STATEMENT

2023

Community has been at the heart of GANT since we were founded in 1949. From the people working in the factories in our supply chain, to our employees and our customers. It is critical to respect and support those who we depend on.

We recognize that we can contribute to the development of a more sustainable society in which there is no place for modern slavery. GANT has several policies and process in place to mitigate the risk of adverse impacts on human rights in our value chain. Combating any kind of modern slavery is an integral part of due diligence practices at GANT. This Modern Slavery Act Statement aims to describe the steps GANT has taken during the year to manage modern slavery risks in our operations and supply chain.

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 Holding AB and other relevant group companies for the financial year ending on December 31st 2023.

This statement has been approved by the Board of directors on the 31st of May 2024.

Signed by















Patrik Söderström  
CEO  
May 2024

GANT



<p>THE NUMBER OF GLOBAL MARKETS WHERE WE HAVE PRESENCE</p> <p><b>79</b></p>	<p><b>604</b> STORES</p>	<p><b>63</b> FACTORIES DURING <b>2023</b></p>
<p>GANT HAS <b>2032</b> EMPLOYEES</p>	<p><b>49</b> APPAREL SUPPLIERS IN 2023</p>	

**SUBSIDIARIES AND JOINT VENTURES**

SUBSIDIARIES

 UK	 SWE	 USA
 FRA	 CHE	 LUX
 DEU	 DNK	 CHN
 IRL	 AUT	 BEL
 NL	 PRT	 ESP

JOINT VENTURES

 TUR	 POL
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**PARTNERS**

Australia, New Zealand, Madagascar, Mauritius  
Canada  
Croatia, Serbia, Montenegro, Slovenia, Bosnia-Herzegovina, Albania, Kosovo  
Egypt  
Finland, Lithuania, Estonia, Latvia  
Greece  
India  
Israel  
Italy  
Morocco

Norway  
Romania, Bulgaria, Malta, Macedonia  
Kazakhstan  
Slovakia, Czech Republic, Hungary  
South Africa  
U.A.E, Kuwait, Qatar, Bahrain, KSA, Oman, Lebanon & Jordan  
Ukraine  
Cyprus  
South Korea  
Indonesia

**LICENSEES**



**ABOUT GANT**  
GANT was founded in the college town of New Haven, Connecticut on the East Coast of the United States. We've been pioneering preppy style since 1949. With our dedication to color and innovation, GANT changed the direction of modern American style and continue to challenge convention. The company has presence in around 80 markets and 600 stores.

The GANT Group has its own subsidiaries that operate in Austria, Belgium, China, Denmark, France, Germany, Ireland, the Netherlands, Portugal, Spain, Sweden, Switzerland, United Kingdom and the USA. By the end of 2023, GANT had 2032 employees and during the year we worked with 49 apparel suppliers in the production of our products.

**IMPLEMENTATION OF MODERN SLAVERY ACT AT GANT**

GANT is committed to respecting human rights throughout our value chain and preventing Modern Slavery is an integral part of Human rights Due Diligence at GANT. This includes:

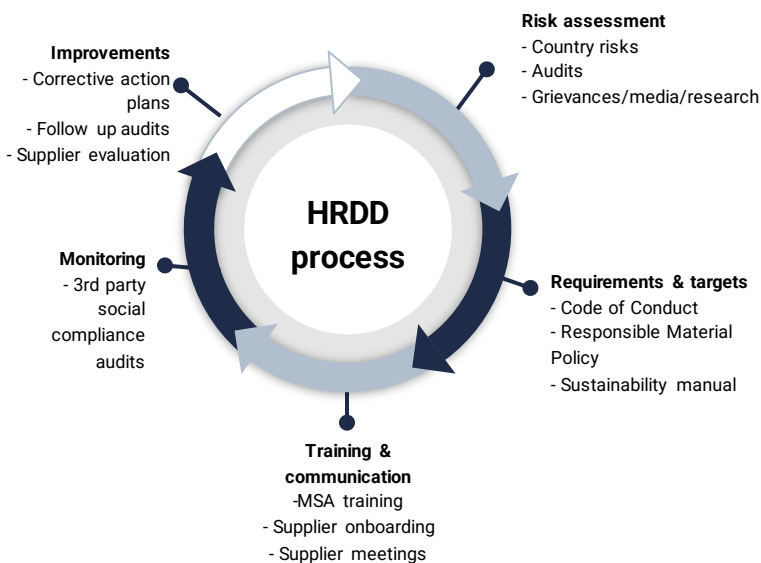
- proactively assessing risks of adverse human rights impacts in our value chain;
- communicating requirements and expectations with the help of policies, guidelines and trainings;
- monitoring compliance and progress with the help of audits, KPI's and grievance mechanisms;
- striving for continuous improvements with corrective action plans and follow-up audits.

**RISK ASSESSMENT**

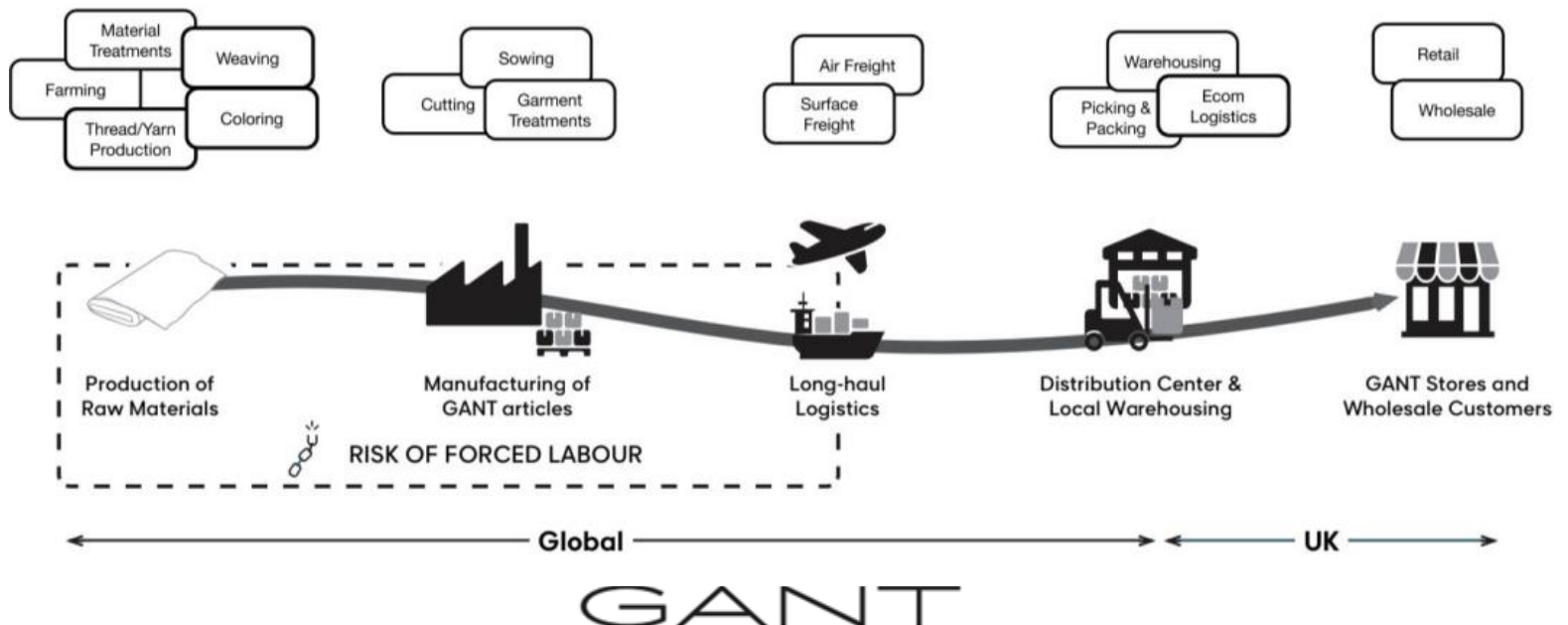
Materiality and risk assessment is a continuous and dynamic process at GANT that aims to identify and prioritize risks, impacts, and opportunities related to sustainability throughout the value chain. Based on the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector & UN Guiding principles for business and human rights, the model uses third-party sources to assess both country risks and product risks as well as risks related to our business- and sourcing model. Among the sources used to identify human rights and labour risks GANT uses BSCI country classification, ITUC Global Rights Index, US List of Goods, Corruption Perception Index, third-party audit reports, reports from media and researchers, and our grievance mechanism.

Traceability and transparency are fundamental for efficient due diligence and are increasingly required by law and our stakeholders. During the year, GANT has continued to apply our traceability framework that was implemented in 2022. The process tracks where key production processes occur for all our products on a seasonal basis. The information collected includes where fabric production, dyeing, and printing take place, and from which country and region the raw material comes. This information is used to meet both regulatory requirements regarding consumer information in certain countries and to enable environmental and social due diligence in the supply chain. In 2024, the plan is to extend the traceability process to also trace spinning mills used for yarn production. The goal is to achieve 100% traceability on key raw materials by 2025.

Modern Slavery is judged to be a high priority risk due to the severity of the potential impacts and has been identified to be highest in supply chain and within long-haul transportation.



**GANT APPAREL / GANT LICENCEES / GANT HOME**



**POLICIES, GUIDELINES AND TRAININGS**

The Code of Conduct and Sustainability policies are developed to communicate our standards and to reduce risks and impacts throughout the entire supply chain. Prevention of involuntary labor and human trafficking is one of the areas which are addressed through the Code of Conduct.

The Code of Conduct follows well recognized international conventions and frameworks such as the OECD, the International Labor Organization’s conventions and recommendations, the United Nations’ Global Compact, Universal Declaration of Human Rights, Convention on the Rights of the Child and Convention on the Elimination of All Forms of Discrimination against Women.

GANT is committed to respecting human rights and works to enable a safe and secure work environment for everyone. As materials are usually sourced by our suppliers, due diligence becomes more challenging further along the supply chain due to limited transparency and influence. The Responsible Material Policy requires suppliers that source cotton for GANT to have processes in place to prevent labor and human rights risks in material production. With the Transparent supply-chain strategy and Respectful and safe work requirement strategy, we are increasing transparency and the traceability of materials used in our products by including key material suppliers in our Sustainability program for suppliers.

Sustainability screening is mandatory for all potential new business partners as a part of the onboarding process. In the screening process the third-party social compliance audit report, HIGG FEM report, and certifications that are held by the factory are reviewed to ensure that the business partner lives up to our fundamental requirements and can support our journey toward our sustainability targets. In an onboarding meeting, new suppliers are trained in the GANT standards and mutual expectations about the partnership are discussed.

New GANT employees encounter sustainability as part of their onboarding process. Sustainability is integrated into the GANT Induction days for all new employees and training on the Code of Conduct, whistleblowing, modern slavery, and sustainability is mandatory.

**MONITORING AND GRIEVANCE MECHANISM**

To ensure adherence to the Code of Conduct across all factories, GANT conducts third-party audits. To mitigate audit fatigue, GANT has opted to recognize several audit standards. Approved audit standards include BSCI, ICS, SEDEX, WRAP and HIGG vFSLM/SLCP. As a longstanding member of Amfori, the majority of audits are conducted within the BSCI program.

Metric	2023
Suppliers signing Code of Conduct and Sustainability policies %	100%
Factories in risk countries audited %	100%
Factories in non-risk countries audited %	89%

GANT has a Grievance Policy and Mechanism in place to address any non-compliance of the Code of Conduct or policies, and suspicious law violation.

Employees and all other stakeholders can raise their concerns and complaints about violation of law and unethical conduct through the grievance function available on <https://whistleblowing.gant.com>. This function provides a secure platform for all kinds of whistleblowing with improved anonymity and a safer environment for communication between the company and those reporting.

**CORRECTIVE ACTION AND IMPROVEMENT**

In cases of non-conformances identified during third-party audits or through other channels, our partners are expected to collaborate in developing corrective action plans and promptly address all issues. The objective of these corrective action plans is to identify the root causes of deviations and implement measures to prevent recurrence. Follow-up audits are conducted regularly, with the frequency determined by the initial audit score.

In addition to the formal grievance mechanism, GANT also actively carries out assessments of reports from external stakeholders such as the media and NGOs. These types of reports provide valuable input to our risk assessment and allow us to have a dialogue with stakeholders around these risks. During the year there has been a case where suppliers have been mentioned in reports related to the sourcing of cotton from Xinjiang province in China, implying that it may contribute to human rights violations. GANT took immediate action and investigated this together with the affected supplier. The investigation showed that the supplier had set up a solid system to ensure that no cotton from Xinjiang was used in GANT’s products.

**REPORTING**

GANT’s annual Sustainability report aims to give an accurate and balanced picture of significant risks within human rights, labor, social conditions, environment, and corruption and how these areas are being addressed and mitigated. The report is available on GANT’s website.