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MODERN SLAVERY STATEMENT

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1.0 Introduction

About Ralawise and Our Commitment to Opposing Modern Slavery

Ralawise was founded in the early 1980's decorating garments for the local souvenir market. Quickly expanding into several regional markets in the UK, the opportunity arose to stock blank garments. With a limited supply chain and growing demand, Ralawise opened the door to a wider distribution model, becoming an authorised distributor of Jerzees (Russell Europe) in 1991 and Fruit of the Loom shortly after. Ralawise now stocks over 100+ brands. Our main categories include clothing, workwear, leisurewear, activewear, and kidswear.

Ralawise Ltd hereby referred to as 'the Company' not only employ individuals directly, but also maintain relationships with many different organisations in its supply chain and customer base.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 ('the Act') and sets out the 'the Company's' actions to understand all potential modern slavery and human trafficking risks related to our business, to what extent measures already exist, and what further measures may be required to prevent slavery and human trafficking taking place in any part of our business or in our supply chains. It sets out the steps which 'the Company' has taken during the period 1st January 2024 to 31st December 2024 (FY 2024) to prevent modern slavery and human trafficking in its operation and its supply chain.

We all have responsibility to be alert to the risks of slavery and human trafficking, however small in our business and in the wider supply chain. 'The Company' recognises that it has a responsibility to take a robust approach to modern slavery and human trafficking and is committed to preventing any such activity within the business or its supply chains.

'The Company's' attitude to Modern Slavery is zero-tolerance. We are committed to opposing modern slavery in all its forms and preventing it by whatever means we can. Modern slavery encompasses (but is not limited to) slavery, servitude, human trafficking and forced labour. We demand all who work for us, and all who have, or seek to have, a business relationship with the Company and/or any member of our Group to familiarise themselves with our Modern Slavery Statement, and to always act in a way which is consistent with our tolerance and values.

2.0 Purpose of this Statement

Modern Slavery is a criminal offence under the Modern Slavery Act 2015. 'The Company' will not tolerate the deprivation of a person's being by another to exploit them for personal or commercial gain. 'The Company' continues to work to the highest professional standards and comply with all laws, regulations, legislation, rules, and best practice relevant to our business and operations.

We are committed to acting ethically and with integrity in all our business operations and relationships, whether through direct employment, with suppliers or with contractors. We are committed to implementing and enforcing measures, processes, and controls to ensure that modern slavery and human trafficking is not occurring anywhere in our own business or those of our suppliers or contractors.

This statement sets out our risk and identification processes and the measures and controls which we are and will be taking to effectively implement our zero-tolerance commitment.

3.0 Processes for the Prevention of Modern Slavery

3.1 Recruitment

Most of our recruitment is done directly, through our own HR Department and departmental or hiring managers. We do on occasion supplement our own recruitment with agency support where necessary, but this is purely in the introduction of candidates, all interviewing, assessing, and screening is conducted in house and in the same way as direct recruitment.

We operate a robust recruitment process, including conducting thorough Right to Work checks for all employees to safeguard them against human trafficking or being forced to work against their will.

3.2 Supply Chain

We have collaborative and open relationships with all our suppliers some of which are European or international organisations. At present we are not aware of any of our current suppliers or contractors using or being involved in modern slavery.

We are committed to ensuring that there is complete transparency in our organisation and in our approach to tackling modern slavery throughout our supply chains. We expect all our suppliers, contractors, and those with whom we have a business relationship to work to the same high standards and zero tolerance. We have developed and established new contracting and supplier processes which include specific prohibition against the use of modern slavery, whether adults or children. In turn we expect our suppliers to ensure such tolerance and standards are implemented and maintained by their own suppliers.

We are committed to upholding the highest standards of ethical conduct and integrity in all our business operations. We recognise our responsibility to take a robust approach to modern slavery and human trafficking and are fully committed to preventing such practices within our business and supply chains.

Whilst we do not believe that any of our current operations present a high risk of modern slavery or human trafficking, we remain vigilant and proactive. We are actively working to ensure transparency across our supply chains and contractor relationships to minimise the risk of modern slavery occurring.

To uphold our commitment to ethical business practices and the eradication of modern slavery, Ralawise is undertaking the following actions:

1. Risk Assessments

We regularly conduct risk assessments to identify areas within our business operations and supply chains that may be more vulnerable to modern slavery and human trafficking.

2. Supplier and Contractor Engagement

We ensure that all suppliers and contractors are made aware of, and are expected to adhere to, our Code of Conduct, which reflects our values and ethical standards.

3. Supply Chain Transparency

We seek to understand the steps our suppliers and contractors are taking to eliminate modern slavery within their own operations and supply chains.

4. Due Diligence Processes

We implement thorough due diligence screening procedures before entering into business relationships with new suppliers or contractors.

5. **Contractual Safeguards**

Our contracts with suppliers and contractors include provisions that allow us to audit and scrutinise their practices and those of their own suppliers, ensuring alignment with our anti-slavery commitments.

6. **Right to Terminate**

We reserve the right to terminate any contract immediately should we become aware of any instance of modern slavery or human trafficking within a supplier's or contractor's operations.

3.3 Employees

'The Company's' Anti-Slavery and Human Trafficking Policy included in the Employee Handbook and communicated across the organisation.

Departmental Managers and Team Leaders are responsible for ensuring that all those who report to them are familiar with, understand and comply with the Anti-Slavery and Human Trafficking Policy and through our Learning Management System (LMS), we ensure that all staff are given regular refresher training and new starters are trained during induction.

Through the LMS system we provide awareness training to staff on the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.

4.0 Responsibility for the Policy

Ultimate responsibility for the commitment and prevention of modern slavery sits with the Board of Directors, who have overall responsibility for ensuring this policy and its implementation comply with legal and ethical obligations. This policy will be reviewed on an annual basis, at the end of the financial year.

5.0 Reporting Modern Slavery or Human Trafficking

'The Company' has a Grievance Policy which is available within the Employee Handbook.

Individuals are encouraged to raise concerns internally to the HR Department.



Alistair McPherson
Managing Director
December 2024