

MODERN SLAVERY STATEMENT 2025

INTRODUCTION

Modern slavery is a serious abuse of human rights. It includes slavery, servitude, forced or compulsory labour and human trafficking – all forms of exploitation where a person's freedom is taken away for someone else's gain.

At Footasylum, **we have a zero-tolerance approach to modern slavery.** We are committed to acting with integrity and making sure it has no place in our business or our supply chain.

PURPOSE AND SCOPE

Our modern slavery approach **applies to all individuals working for or on behalf of Footasylum.** This includes employees at all levels, agency workers, contractors, consultants, volunteers and business partners. It reflects **our commitment to preventing exploitation** across every part of our operations.

OUR BUSINESS

Footasylum is a leading UK fashion and sportswear retailer. We work with a broad network of suppliers, logistics providers and commercial partners across the UK and overseas. We recognise that our supply chain, particularly in areas such as manufacturing, warehousing and logistics, may carry elevated risks – and **we take a proactive approach to identifying and mitigating them.**

WHAT WE ARE DOING

To prevent modern slavery in our business and supply chain, we take the following actions:

- **Carry out regular risk assessments** to identify and evaluate potential risks across our operations and supply chains
- **Prioritise areas where risks are higher** and take steps to address them
- **Apply due diligence checks** to supplier selection and monitoring, including use of a modern slavery questionnaire

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- **Review and update contract terms** to reflect evolving standards and expectations
- **Conduct audits and assessments** of our operations and supply chain to check compliance
- **Work with external partners and industry initiatives** to strengthen monitoring where appropriate
- **Regularly review our approach** and, where needed, improve our efforts based on experience, best practice and updated standards

ROLES AND RESPONSIBILITIES

Our Directors have overall responsibility for ensuring compliance with our legal and ethical obligations. Our Compliance Officer oversees the day-to-day implementation of our modern slavery policy, monitors its effectiveness, deals with any queries, and audits our systems and controls to ensure they remain effective.

Managers at all levels are responsible for making sure their teams understand and follow our approach. **All employees are given training on modern slavery** as part of their induction, with further training provided as necessary.

RAISING CONCERNS

We encourage all staff, contractors and partners to raise concerns about modern slavery as early as possible. Reports can be made to a line manager or directly to our Compliance Officer.

We treat all reports seriously and handle them sensitively. Any concerns raised in good faith will be supported and acted on appropriately. **We are committed to ensuring that no one suffers negative treatment for speaking up** about potential modern slavery risks.

TRAINING AND AWARENESS

Modern slavery awareness forms part of our employee induction and is reinforced through further training where needed. We also

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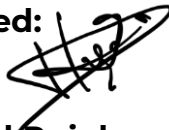
communicate our expectations clearly to suppliers, contractors and business partners, both at the start of our relationship and on an ongoing basis.

ONGOING REVIEW

We are committed to **regularly reviewing our approach** and, where appropriate, improving our efforts based on experience, industry best practice and evolving standards.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and covers the financial year ending 25 January 2025.

Signed:



David Pujolar
Chief Executive Officer and Director
FOOTASYLUM LIMITED
28/07/2025