



MODERN SLAVERY STATEMENT

2023



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Message from our CEO

WELCOME

Thank you for taking the time to read our Modern Slavery Statement. It continues to be a priority for Trutex to ensure that we trade ethically, source responsibly and work to prevent any form of modern slavery or human trafficking throughout our organisation and supply chain.

We take any allegation of any form of human rights abuse extremely seriously and will not tolerate this within our business or supply chain. Modern slavery can be a complex issue and we engage with organisations such as the Ethical Trading Initiative and Slave Free Alliance to help guide us on the right path.

This statement has been published in accordance with the Modern Slavery Act (2015) and shares our approach, highlights activities undertaken during the last 12 months and aims to provide useful information to explain our continuing commitment to act as a responsible organisation.

We hope you find this statement of interest and welcome any feedback.

Approved for and on behalf of the Board of Trutex Limited.

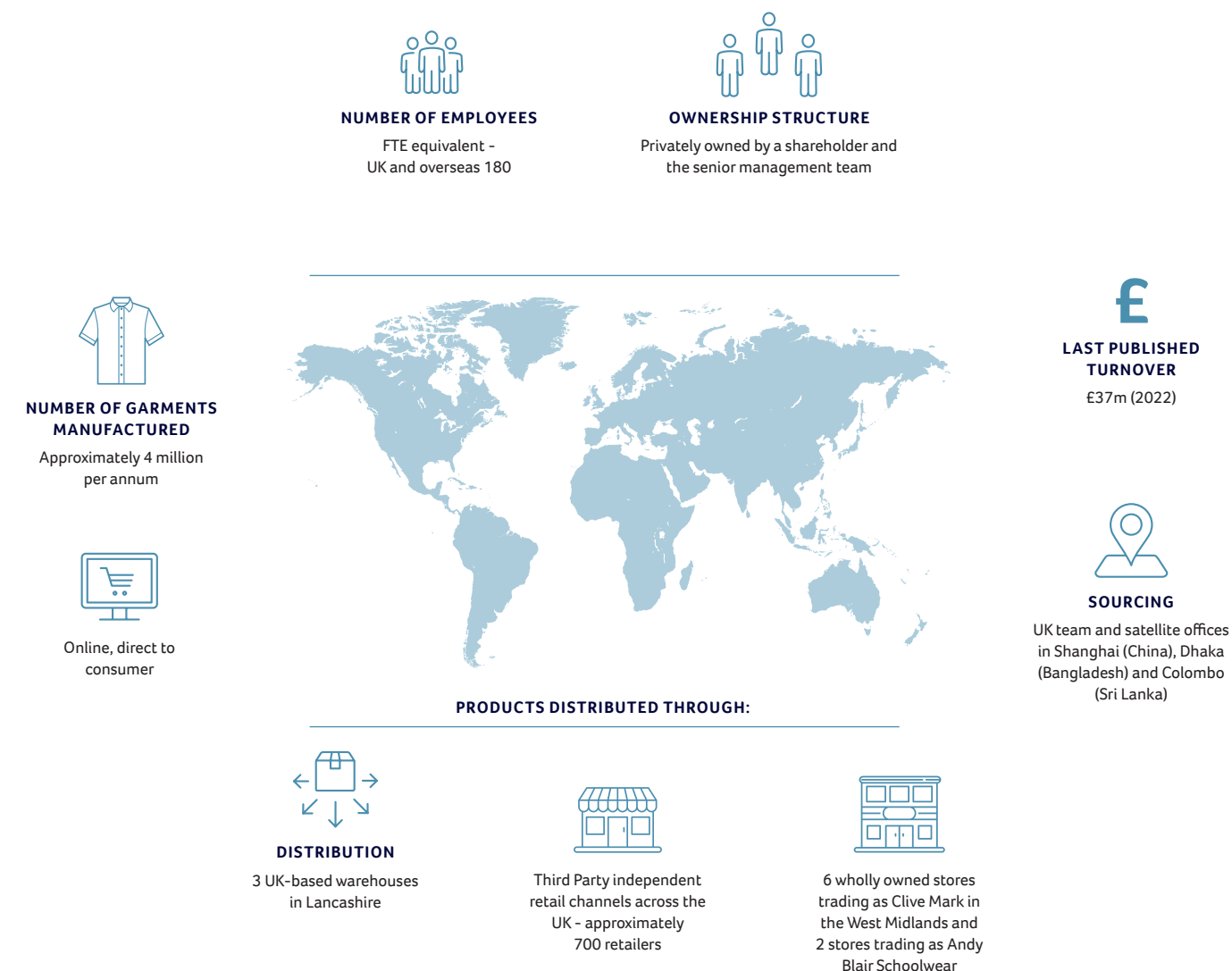
Matthew Easter

Group CEO



Matthew Easter is currently the chair of **The Schoolwear Association** – a role he has held since 2020. The SA represents specialist schoolwear manufacturers, suppliers and retailers in the UK and works to drive up standards through its Code of Practice and other initiatives. It also provides advice to schools and retailers, and works with governments across the UK on uniform related matters. Matthew volunteers his own time to the association and has been part of the Exec for more than 10 years.

About Trutex & Key Facts



As a responsible and ethical business, Trutex has a zero-tolerance approach to all types of modern slavery and human trafficking within our business and supply chains. We are members of SEDEX and actively endorse and adopt all base codes within the ETI structure and monitor this through regular auditing (SMETA, BSCI & by Trutex staff) and by working with all suppliers within our supply chain to ensure standards are maintained.



Trutex Supply Chain

Trutex is committed to establishing long term partnerships with our suppliers. Long term manufacturing relationships result in reliable supply and consistency of product quality. Trutex manufactures garments in 21 (Tier 1*) factories globally, centred in five key manufacturing locations:



Production unit	Country	Local Trutex office	SEDEX member	Audit type	Signed Anti-Bribery statement	Bangladesh Accord Member**
1	Bangladesh	✓	✓	SMETA	✓	Registered
2	Bangladesh	✓	✓	SMETA	✓	Registered
3	Bangladesh	✓	✓	SMETA	✓	Registered
4	Bangladesh	✓	-	SMETA	✓	Registered
5	Bangladesh	✓	✓	SMETA	✓	Registered
6	Bangladesh	✓	-	SMETA	✓	Registered
7	Bangladesh	✓	✓	SMETA	✓	Registered
8	Bangladesh	✓	✓	SMETA	✓	Registered
9	China	✓	-	SMETA	✓	N/A
10	China	✓	✓	SMETA	✓	N/A
11	China	✓	-	SMETA	✓	N/A
12	China	✓	✓	BSCI	✓	N/A
13	China	✓	-	BSCI	✓	N/A
14	China	✓	-	BSCI	✓	N/A
15	Indonesia	-	✓	SMETA	✓	N/A
16	Pakistan	-	✓	SMETA	✓	N/A
17	Pakistan	-	✓	SMETA	✓	N/A
18	Sri Lanka	✓	-	SMETA	✓	N/A
19	Sri Lanka	✓	✓	SMETA	✓	N/A
20	UK	✓	✓	SMETA	✓	N/A

Fairness and equality in our Global Supply Chain OUR TIER 1 SUPPLIERS*

We focus on having long term relationships with the factories that manufacture Trutex products on our behalf and work cooperatively with local management teams to understand the changing dynamics of each local market. Trutex monitors via our local office the cost of living, minimum wage, local regulations, and the local market infrastructure.

No sub-contracting of production is allowed at any time, unless expressly requested in advance and approved by Trutex following a detailed review process.

Any sub-contracted factory is subject to all the same standards and approvals as any tier one factory. Trutex staff visits and authorisation of sub-contracting and annual independent audits.



*Tier 1 suppliers defined as Production units where there is the assembly and manufacture of Trutex garments.
** The Accord is an independent, legally binding agreement between brands and trade unions to work towards a safe and healthy garment and textile industry in Bangladesh. The Accord covers factories producing Ready-Made Garments (RMG) and at the option of signatory companies, home textiles and fabric & knit accessories. Accord activities will be handed over to the Bangladesh RSC (Ready made Sustainability Council) created by the BGMEA in 2020.



Professional Affiliations and Associations



Foundation stage member

ETI Foundation Membership

The Ethical Trading Initiative (ETI), is a leading alliance of companies, trade unions and NGOs that promotes respect for worker's rights around the globe.



SEDEX Membership

One of the world's leading ethical trade service providers, working to improve working conditions in global supply chains.



Slave Free Alliance Membership

A leading global charity working towards a slave-free supply chain.



Schoolwear Association Membership

A trade organisation representing the interests of school uniform stakeholders.

Trutex Policies and Code of Conduct:



Foundation stage member

Ethical Statement

Trutex is committed to Corporate and Social Responsibility and, as part of this, have an ethical sourcing strategy ensuring each factory meets all aspects of the ETI (Ethical Trading Initiative) base code.

As a member of the Slave Free Alliance, Sedex Organisation and Foundation member of the ETI Trutex is focused on continuous improvement within the supply chain.

Adherence to the ETI base code throughout our supply chain is measured through Sedex data monitoring and third party SMETA ethical auditing of suppliers. This is supported by our head office and local in-country offices, ensuring ensure standards are met and opportunities for improvement identified.

Trutex manages a range of initiatives to help us act responsibly and align our operations to our business aims, where we seek to:

- Act in an ethical manner
- Develop long term positive relationships with suppliers
- Be responsible for our impact on the environment
- Deliver value to our customers
- Take care of our employees
- Support charitable initiatives and community projects
- Raise awareness and educate

As a foundation member Trutex is working on developing training and support toolkits for our in-country offices and partner suppliers.



Supplier/Buyer Code of Conduct

Our suppliers are contracted to abide by our supplier code of conduct, which is in line with International Labour Organisation Conventions and the ETI Base Code. Ensuring that we work with only compliant suppliers.

All Tier 1 suppliers have been issued with copies of our code of conduct and these requirements form part of the annual supplier manufacturing agreement.



Whistleblowing policy

In the UK, we conduct right to work checks and have an up to date whistle-blowing policy and process whereby employees can raise any concerns they may have in total confidence. The whistleblowing policy is published within the employee handbook on a mandatory read basis.



Trutex Policies and Code of Conduct...



Responsibly Sourced Cotton

Consistent with our commitment to ensure that the people making our products are treated with dignity and respect and work in safe and healthy conditions.

Trutex works with our suppliers to trace the sources of cotton fibres and where appropriate we seek documentary evidence to support the transparency of our supply routes. All relevant tier 1 and tier 2 factories have received our cotton policy and provided assurances through a self-certification process.



Anti-Bribery & Corruption Policy

All personnel, agents and clients of Trutex Ltd must comply strictly and in good faith within the letter and spirit of all applicable laws and regulations in any location in which Trutex transacts business. Compliance with anti-bribery laws is also a reflection of Trutex's company values.

Our anti bribery and corruption policy is issued to all staff. The policy is issued to all Tier 1 and 2 suppliers as part of the new supplier onboarding process.



Due Diligence, Risk Assessment and Future Actions

Trutex has recognised the need to develop and deliver anti-modern slavery initiatives in its business and supply chain and improve modern slavery mitigation.

As members of the Slave Free Alliance we gain insight and advice from the SFA about knowing what to look for and how to be prepared and protected against slavery within our supply chain.

Trutex is developing & improving existing key policies with embedded practical modern slavery content, strengthening the message on compliance.

The team is committed to driving the modern slavery agenda forward and there is full executive level engagement.



Training and Awareness

The business has invested in training & development of staff. Recent courses undertaken are:

- Equality , Diversity and Inclusion
- Modern Slavery & Human Trafficking
- Cyber Security
- Environmental Awareness
- Health & Safety
- In 2022 135 staff completed a total of 659 courses
- an average of 4.8 courses per person

Approved for and on behalf of the Board of Trutex Limited

Matthew Easter

Group CEO



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