



1. STRUCTURE, BUSINESS AND SUPPLY CHAIN

Schoolblazer are the largest supplier to independent schools in the UK, with a growing presence across Europe and the wider world. We operate under three brands: Schoolblazer for uniform and Limitless and Umbro for sports and leisure wear.

We are committed to being good global citizens. We believe that responsible companies are a force for good in the world and that transparency is a critical part of this. In that spirit, we have published our annual statement for slavery and human trafficking, made in compliance with section 54 of the Modern Slavery Act 2015, in which we explain how slavery, human rights risks and human trafficking can affect our business and the steps we are taking in the fight against it.

This statement is intended to fulfil the legal requirement for a slavery and human trafficking statement. Our efforts against slavery and human trafficking complement our broader “We Care” initiative and our membership of the Ethical Trading Initiative.

Schoolblazer is headquartered in Oundle, Northamptonshire and sells its products to schools in the UK and across Europe and the wider world. We serve parents in over 70 countries via our websites, www.schoolblazer.com, www.limitlessbra.com, www.umbroschools.com and www.limitlesskit.com. We work very closely with 12 factories who account for over 90% of our product. These are based in the UK (3), Indonesia (4) and Sri Lanka (3), China (1) and Lithuania (1)

Schoolblazer employ over 60 people in the UK at our offices in Oundle and our warehouse in Mansfield. We also have agents working on our behalf in Indonesia and Sri Lanka to oversee our production.

We have a clear ethical trading policy which can be seen at <https://www.schoolblazer.info/wecare/>. This outlines the requirements of all of our suppliers to sign-up to our code of conduct. For suppliers of goods under our own Schoolblazer or Limitless brands we also undertake annual inspections and audits.

Building on our commitment to the Ethical Trading Initiative, we have embraced the requirement to publish an annual slavery, human rights risks and human trafficking statement. This will allow us to share our efforts against slavery and human trafficking and improve and measure our success each financial year. This past financial year ending 30 September 2022, we took the following key steps to ensure slavery, human rights risks and human trafficking did not occur within our organisation or supply chain.

2. SLAVERY AND HUMAN TRAFFICKING POLICIES

We have a very clear Supplier Code of Conduct which can be found in our Ethical Trading Policy. It clearly states that employment is freely chosen.

Separately, as part of our membership of the Ethical Trading Initiative we have set ourselves clear objectives around the following themes:

- Relationships: Strengthening our supplier engagement process
- Feedback: Establishing grievance mechanisms and channels for individual worker feedback
- Knowledge: Improving our knowledge base by collecting relevant data and improving product traceability
- Third party engagement: Building strategic alliances with independent social auditors, unions and NGOs
- Measurable change: Developing verifiable KPIs to measure progress
- Supplier collaboration: Encouraging suppliers to collaborate to address slavery and human trafficking issues
- Accountability: Establishing a framework for organisation accountability to allow for raising issues, making suggestions, voicing grievances and reporting slavery and human trafficking

3. DUE DILIGENCE PROCEDURES

We understand that our biggest exposure to Modern Slavery is in our product supply chains, where we have undertaken activity over the last decade to minimise the risk of Modern Slavery. Within these areas, new suppliers and factories/sites are subject to due diligence checks in the form of ethical/compliance audits. Such audits are also regularly conducted for existing suppliers and factories/sites. These audits assess compliance with the Global Sourcing Principles and are, amongst other things, intended to identify any Modern Slavery practices. If issues are identified, appropriate investigative and remedial actions will be taken.

4. IDENTIFYING, ASSESSING AND MANAGING RISK

We set out to identify the extent of any slavery, human rights risks and human trafficking in our supply chains by

- Conducting internal spot-checks at factories in Indonesia and Sri Lanka
- Engaging third party auditors to conduct social audits at our key supplier sites

We believe that the highest salient risk to human rights is in the supply chain of our cotton for shirts, blouses and knitwear and in container shipping. We have therefore joined the Better Cotton Initiative, with the clear objective that the majority of our cotton should be from these sources by 2024. We have also taken steps to ensure the traceability of the cotton used in our supply chains to ensure that it is not sourced from areas where modern slavery is known to be prevalent such as Uzbekistan and Turkmenistan. Our cotton is sourced from Australia, USA and China.

All shipping companies we employ for export and importing are committed to Human Rights best practice and publish clear slavery statements.

Tim James
Cofounder
18th April 2024