

# MODERN SLAVERY ACT STATEMENT

**2021**

Community has been at the heart of GANT since we were founded in 1949. We embrace each other's differences and thrive as a result.

It is critical to respect and support those who we depend on. From the people working in the factories in our supply-chain, to our employees and our customers. GANT has several policies and processes in place to mitigate the risk of adverse impacts on human rights in our value-chain. This includes combating any kind of modern slavery. This Modern Slavery Act Statement aims to describe the steps GANT has taken during the year to manage modern slavery risks in 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 AB and other relevant group companies for the financial year ending on December 31st 2021.

This statement has been approved by the board of directors on the 27th of June 2022.

Signed by

Patrik Söderström  
CEO, GANT AB  
June 2022

GANT



**SUBSIDIARIES AND JOINT VENTURES**



**PARTNERS**

- Australia & New Zealand
- Canada
- Croatia, Serbia, Montenegro, Slovenia, Bosnia-Herzegovina, Macedonia, Albania, Kosovo
- Egypt
- Finland, Lithuania, Estonia, Latvia
- Greece
- India
- Israel
- Italy
- Morocco
- Norway
- Romania, Bulgaria, Malta
- Russia, Kazakhstan & Belarus
- Slovakia, Czech Republic, Hungary
- South Africa
- U.A.E, Kuwait, Qatar, Bahrain, KSA, Oman, Iraq, Lebanon & Jordan
- Ukraine
- Cyprus
- South Korea

**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 over 80 markets and 600 stores.

The GANT Group has its own subsidiaries that operate in Austria, Belgium, China Denmark, France, Germany, Ireland, Luxembourg, Netherlands, Portugal, Spain, Sweden, Switzerland, United Kingdom and the USA. In 2021 GANT had around 2100 employees and worked with 54 apparel suppliers.

**HOW HAS THE MODERN SLAVERY ACT BEEN IMPLEMENTED WITHIN GANT?**

Preventing Modern Slavery is an integral part of Human rights Due Diligence at GANT. GANT is committed to respecting human rights throughout our value-chain. We have established policies and due diligence processes in order to prevent risks of adverse impacts on human rights in a systematic way. This includes continuously assessing risks of adverse human rights impacts in our value-chain as well as mitigating these risks with measures like policies, training, monitoring and striving for continuous improvements. A grievance mechanism is in place as a means for stakeholders to raise concerns.

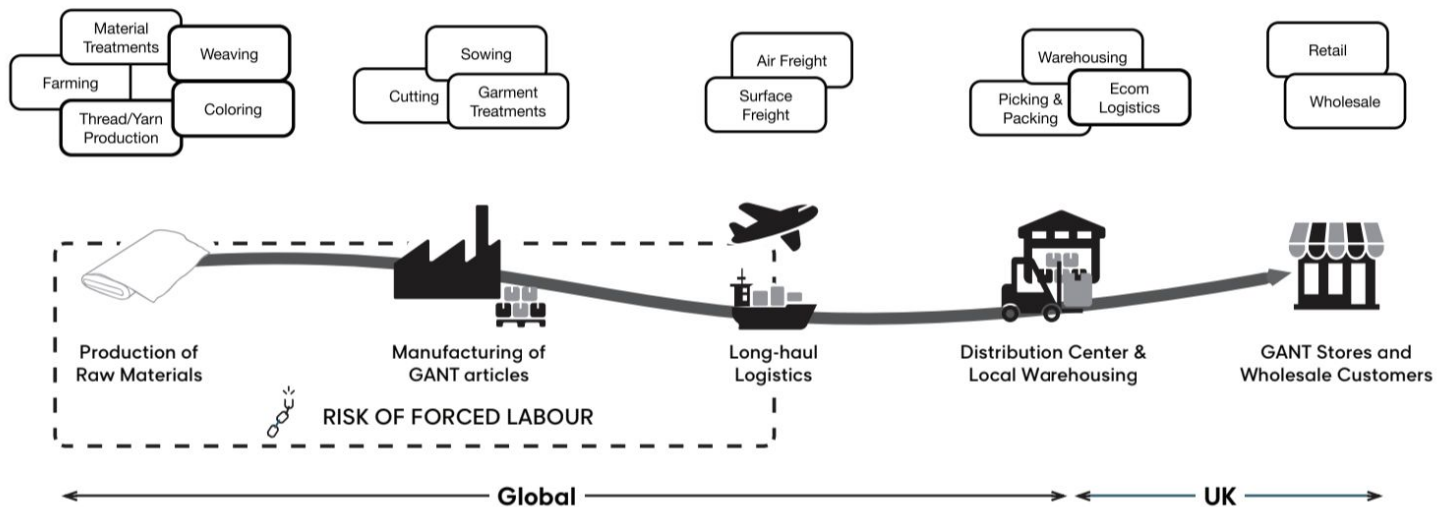
We investigate and react to risks that are reported from both internal and external stakeholders such as the media or NGOs. In 2021 GANT followed up on a number of reports from NGOs, researchers and media.

The reports related to risk of discrimination and forced labor in India and the risk of cotton from Xinjiang entering global apparel supply-chains. None of them have directly addressed GANT in their reports but an investigation is always initiated to mitigate the risk of adverse impacts on human rights and the environment. One conclusion is that the reports mainly focuses on labor and human right risks in the tiers of the supply chain where GANT has limited influence like cotton cultivation, yarn spinning and fabric manufacturing. The reports show how important transparency and traceability in the supply chain is. To further traceability of materials and to elevate due diligence in all tiers of the supply-chain is a continued focus in our sustainability journey. This has also resulted in the launch of a new Responsible Material Policy during the year.

More information on our progress and work have been documented and can be read in the annual GANT sustainability report.

**AMFORI BUSINESS SOCIAL COMPLIANCE INITIATIVE (BSCI)**  
Our membership in BSCI allows us to perform due diligence and to improve social performance in our global supply-chain. Through the BSCI Code of Conduct we share common social- and ethical standards with other members. It includes 11 principles that range from fair remuneration to no child labour and no forced labour which is well aligned with international frameworks and conventions within human rights, labour and ethical business conduct. Through BSCI, monitoring activities is shared between members which reduce audit fatigue and increase consistency, transparency and reliability in monitoring.

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



**CODE OF CONDUCT**

The GANT Code of Conducts expresses our commitment to conducting responsible business with a strong sense of social awareness and ethics and communicates the standards that has to be met. There are three Code of Conducts in place which addresses different target groups. One for employees, one for manufacturers and one for other business partners, which mainly targets suppliers not directly involved in the production of GANT products.

The codes are aligned with international frameworks such as the OECD, the International Labour Organization’s conventions and recommendations, and the United Nations Global Compact, Universal Declaration of Human Rights, Conventions on the Rights of the Child and Convention on the Elimination of All Forms of Discrimination against Women. By signing the GANT Code of Conduct employees, manufacturers and other business partners are committing to the social and environmental standards laid down in the Code. Suppliers must also ensure that the Code of Conduct is observed by subcontractors involved in production processes of final manufacturing stages carried out on behalf of GANT.

New GANT employees takes part of sustainability training which introduces the standards in the Code of Conduct and the critical topic of modern slavery.

**MONITORING AND CONTINUOUS IMPROVEMENTS**

GANT evaluates the compliance with the Code of Conduct through audits conducted by a third party. GANT is a member of AMFORI BSCI, but also work with the following third-party standards: SEDEX, WRAP, ICS and SA8000. From 2021 we also recognize HIGG vFSLM as audit standard.

Metric	2021
Suppliers signing CoC and sustainability policies %	100%
Factories in risk countries audited %	100%
Factories in non-risk countries audited %	80%

Semi-announced third-party audits on a regular basis are mandatory for all suppliers regardless of country, however the implementation of audits in some European factories are still underway and have been slightly delayed due to the Covid-pandemic. By the end of 2021, 80 % of European factories had been audited.

Whenever deviations occur in third-party audits or through some other channel, GANT works together with suppliers on the corrective action plans as we strive for strong long-term relationships. The corrective action plans aim at addressing the deviations at its root cause in order to prevent them from happening again. All factories undergo audits regularly for the duration of the partnership. Depending on the result from the audit a new audit has to be completed within 1 or 2 years.

**GRIEVANCE POLICY AND MECHANISM**

The Grievance Policy and Mechanism enables for stakeholders to raise concerns arising from activities undertaken by GANT or our business partners. In 2021 GANT released a new improved Grievance mechanism. A new website was launched at <https://whistleblowing.gant.com> which enables a safe way to raise concerns with improved anonymity. The new tool enables communication and feedback with the reporter and a safe investigation. All reports will be fully investigated, and appropriate actions taken.