



THE HONESTY PROJECT

Modern Slavery Statement 2021

*The Regatta Group of companies:
Regatta Great Outdoors, Regatta Professional,
Craghoppers, D2B, Hawkshead, Risol Ltd and
Countryside Trading Ltd.*

Our Commitment

The Regatta Group first published its Modern Slavery statement in July 2017 in accordance with the UK Modern Slavery Act of 2015. We are now proud to share this; our fifth statement, which summarises our activities and progress during the past year ending January 2021 to prevent modern slavery of all forms in our business and supply chain.

At Regatta Ltd we have a zero-tolerance approach to modern slavery of any kind.

*Our approach is clear, **“we care and treat people in our business and supply chain fairly, with honesty, courtesy and respect, as we ourselves would expect to be treated”***

*From our Board down, and through all aspects of our business we understand, **“It is not just about what we do, but rather how we do it.”***

As a privately owned family business, we have strong family values, and operate a culture where staff are encouraged to voice any concerns using the appropriate reporting channels. Everyone must play their part and be alert to the warning signs of slavery.

This year has been one of our most challenging yet as we have been forced to trade in very unknown circumstances, navigating crisis situations across the globe. Despite the challenges faced our work on modern slavery continues to highlight our commitment to our wider supply chain. Central to this; our risk management strategies have proved to be robust, and we are committed to ensuring all persons involved in our business are free from exploitation.



“We are committed to ensuring that no slavery or human trafficking exists in our business or in our wider supply chain”.



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“We all have a responsibility to be alert to the risks, however small.”

Our Global Reach



Despite humble beginnings in 1981, our brands have grown into strong multi-channel, global market players, and we are now the biggest outdoor group in Europe. Our brand portfolio includes Regatta Great Outdoors, Regatta Professional, Dare2b & Craghoppers.

Through our own stores, concessions, our retail partners and online platforms, both in the UK and internationally we continue to grow. Over the last year we have extended our store portfolio by 21 stores, and despite the challenging year with Covid-19 our business is strong, and demand for our product remains. This year our online presence expands substantially with new customers building great relationships with Next, M&S, La Redoute, New Look, & Matalan. Our focus for the future is to grow the business in our European markets to the same strength as our home UK market.

Our supply network which now spans across continents and currently includes 126 factories which we deal with directly. We do not own the factories or suppliers who produce our goods, but we understand that our biggest exposure to modern slavery is within our product supply chains. Therefore, we take a hands-on approach to work with all our partners to ensure our company ethics align.



- 1 HQ**
MANCHESTER
UNITED KINGDOM
- £273.2M**
ANNUAL
TURNOVER
- 1903**
EMPLOYEES
IN TOTAL
- 10+**
GLOBAL
OFFICES
- 55 UK STORES**
- 78 GLOBAL STORES**
- 126**
1ST & 2ND TIER
PRODUCT SUPPLIERS
- 43,000**
WORKERS
INFLUENCING
- 150+**
PROVIDERS
GSNFR
- £160K**
ETHICAL TRADE
BUDGET SPEND

“We expect each and every person who is touched by our brands & products to have a positive experience.... this includes the sewing workers in our partner factories, our colleagues across the globe, and our customers ”

Our Policies & People



Our strategy to tackle modern slavery is reflected through our policies. Internally across the business our group Code of Conduct sets out the minimum expectations, which all employees are expected to adhere to.

“CSR is always at the core of everything we do”

Our policies, which are developed by external experts and signed off at board level to ensure senior accountability and represent the ground rules within the Regatta Family.

Overarching to everything we do is our Honesty Project, which ensures ethical sourcing and sound business practices are always at the forefront of our approach.

Our Project 5 initiative, which challenges every individual within our business to set their own personal sustainability targets has now been included as part of every employee's development review. So, whether that's reducing waste, cutting back energy consumption or planting trees on a company volunteering day, we want sustainability to be sewn into the core of the business and everyone should be involved on a personal level, entrepreneurial spirit is key! We have also introduced a rewards scheme for employees who promote sustainability within their roles.

We believe in creating a community in our business where everyone feels a sense of belonging and engagement. Our workplace online platform enables easy communication and direct access to all levels of the business including our board members. During the past year, our CEO has done regular live video updates to keep every staff member feeling connected and a sense of belonging whilst many of us have been working from home and could have otherwise felt detached from the business.

Beyond our core policies, BeWell is our wellbeing & social initiative and promotes healthy working and lifestyle choices. The benefits and services that are available include pension schemes; enhanced maternity pay and access to support networks which have been crucial during this difficult year.

We are very proud 2021 Royal Society for Prevention of Accidents (ROSPA) award winners for our health & safety policies which have stood the test of Covid-19 throughout the last 18 months. We continue to actively invest in recognition programs and offer development opportunities across the business.

We align ourselves with business partners who have the same philosophy as ourselves. We only work with those who have the same policies & values on modern slavery. This is reflected in our suppliers Code of Conduct which is reviewed and signed off each season by senior management. In addition, this year we have encouraged our business partners to create their own CSR plans which we plan to check the progress of annually.



Across our goods and services not for resale (GSNFR) partner suppliers in the UK and across Europe, our questionnaire developed by external experts continues to map out our partners depending on their own modern slavery practices. This will cover 75% of our value of business by the end of 2021.

As part of our new supplier introduction pack, our T&C's ensure modern slavery is a part of our partners strategy, and that a policy is available and published if applicable, in line with UK labour law. This year as part of our tender process we also ask suppliers to submit their sustainability plans as part of the process.

We also extend the same level of due diligence and care to workers beyond our own business, such as the agency staff in our Polish WH site where we check proof of rights to work, visit living quarters and ensure the workers on-boarding process when they arrive at new locations is complete, from translating documents to showing them the nearest pharmacy or where to catch the bus.

Our Supply Chain



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11
SOURCING
COUNTRIES



50% STRATEGIC SUPPLIERS
FOR OVER 5 YRS

27% STRATEGIC SUPPLIERS
FOR OVER 10 YRS



100%
2ND TIER SUPPLIERS
ASSESSED BY
INTERNAL AUDIT

Since 1981 our core strength has been in our product and product supply chain. Sourcing product from 11 countries predominantly in eastern Asia, we have built great relationships with our suppliers and are extremely proud of our longstanding strategic partners. We remain alert to the vulnerability of modern slavery that may exist not only due to the high-risk nature of the countries that we source from, but also the predominantly female workforce that associates with the garment making industry.

Ethical Trading has always been a cornerstone within our business. Championed by our owner and Board Director Joanne Black, it runs through our core because we wholly believe that:

“making good quality clothing, footwear, accessories and equipment should not come at the expense of others.”

The Honesty Project is our Ethical and Environmental program which underpins everything we do. It focuses us on creating fantastic product, thoughtfully engineered for the great outdoors, whilst ensuring those involved are treated fairly in good working conditions.

We are committed to increasing our transparency & improving human rights within our supply chain. This year our supplier transparency map has proved invaluable, with the allegations of forced labour in the Xinjiang Uyghur Autonomous region of China we have undertaken extensive efforts to confirm traceability for all our cotton production items all the way to origin. We now ensure all our cotton is bought through accredited cotton buying schemes such as BCI, GOTS or OCS that operate both ethically & sustainably.

100% of our 2nd tier nominated suppliers have now been assessed by our internal teams and 60% have been audited by 3rd party assessors, with none deemed as high-risk factories. We have continued mapping out our 3rd tier suppliers and are in the process of working with them to firstly raise awareness of the ETI base code.



•**1998** - All product suppliers follow globally recognised SA8000 social standard.

•**2012** - Regatta Group became a member of Ethical Trade Initiative. (ETI)

•**2014** - Advanced from Foundation level member to Improver level member with ETI following our first report submission.

•**2017** - Awarded Achiever level with ETI and won MEN Business of the year Judges Choice Award.

•**2018** - Joined Greater Manchester Network for Modern Slavery.

•**2019** - Maintained Achiever level with ETI but recognised as one of the top performing companies within the ETI members.

•**2020** - Craghoppers won Brand of the Year (>£30m) Drapers Sustainable Fashion Awards 2020

The ETI Base Code

The ETI (Ethical Trade Initiative) brings together brands, retailers, suppliers, unions and voluntary organisations to improve conditions for workers. The ETI Base code, founded on the conventions of the International Labor Organisations (ILO) and is an internationally recognised code of labour practice. Our journey with ETI began in 2012 and we have progressed along the ETI landscape to become an Achiever level business since 2017.

From the offset all our product suppliers are introduced to the base code and compliance to its principles becomes a necessity for working with us. We carry out face to face meetings and send letters of commitment for suppliers to sign back. We are constantly benchmarking our supply chain in line with the base code and our suppliers are required to:



32
FACTORIES AUDITED
IN 2020

- Participate in ethical trading audit assessments which are carried out by our own highly qualified in-house teams or by an internationally accredited 3rd party auditor. Despite challenging circumstances of 2020, we managed to complete 32 3rd party audits, and 90 in-house audits.

- Provide employees with good and safe working conditions, fair treatment and reasonable rates of pay. Our worker wellbeing survey has been further rolled out across Bangladesh suppliers, and now into our China supply chain. We are proud to have reached over 830 workers so far, and that actions and initiatives are already being taken as a result of the survey.
- Respect workers human rights and comply fully with all applicable laws. During the past year, our closure rate of 3rd party non compliances at audit was 41% which is amazing considering this was during a global pandemic.

- Forced or imprisoned labour is prohibited, and workers must be free to leave work at any time with all salary owed to be paid. This year unrest in Myanmar meant we had to act quickly with our partners in Yangon ensuring no workers were disciplined for missing work to attend demonstrations, and that all wages owed were made in full to the workers.
- Workers rights for freedom of association and collective bargaining are respected. This gives voice to the workers in our supply chain and access to grievance mechanisms that meet the United Nations Guiding Principles (UNGP) criteria. Over 41,000 workers in our supply chain are represented by a workers committee or trade union and all workers have access to hotline mechanisms run either by local NGO's or by Regatta.

We maintain a positive result from our 3rd party auditing with no factories deemed as High risk. From the audits completed this year we achieved :



The principles also require that:

- All work must be voluntary and not undertaken with any threat of penalties or sanctions
- Clear written employment contracts are provided in line with local laws
- Workers must not pay any deposits for work
- Employers and recruiters must not keep original copies of identity documents



96% 1ST & 2ND TIER WORKERS REPRESENTED

All of these points are indicators of Modern Slavery as outlined by the International Labor Organisation (ILO).



Employment is freely chosen



Freedom of association & the right to collective bargaining



Safe and hygienic working conditions



No child labour



Living wages are paid



Working hours are not excessive



No discrimination



Regular employment



No inhumane treatment

2020/2021 Risk Analysis



Following on from the unprecedented challenges that we faced in 2020, Covid -19 continues to dominate our ethical trade agendas across the supply chain, creating additional risks and testing our robust measures and risk strategies. We continue to react in an agile way way supporting our suppliers and maintaining open communication throughout.

Identified Risk	Country	Risk Management
Covid-19 Impact on workers	All sourcing countries	Honoring all existing commitments and ensuring no penalties occur to suppliers for goods pending, or to workers of these factories for absence reasons relating to Covid-19. Keeping extended payment terms with our nominated materials suppliers. Ensuring Covid-19 safety measures and preventative procedures remain in place across all factories, as well as initiating training for both factory mgmt. and workers on occupational health & safety (OHS.). Once safe to do so continuing our on the ground visits and 3 rd party audits across our supply chain. Proceeding our worker wellbeing survey via digital app format. Enrolling onto the ETI social dialogue program with several partner factories.
Covid-19 Impact on our internal operations	UK / European offices and warehouses	Priority on H&S measures – awarded the Royal Society for Prevention of Accidents (ROSPA) 2021 award for our policies and providing safe working environments.
Forced labour allegations in the Xinjiang Uyghur Autonomous region	China	Rigorous review of our supply chain to ensure that: - we do not purchase finished products from factories in Xinjiang, or factories that have subsidiaries or operations in this area - our suppliers do not source materials from mills/factories in Xinjiang to use in our products. - our suppliers do not use Xinjiang cotton in our products. - our suppliers do not employ in their factories any Uygur workers who were recruited under the government work scheme.
Military Coup and violence against civilians	Myanmar	Keeping daily open dialogue with all suppliers and contacts on the ground in Myanmar. Honoring all existing commitments and ensuring no penalties occur to suppliers for goods pending, or to workers of these factories for absence reasons. No workers to face disciplinary measures for attending demonstrations. Ensuring our partner factories continue to make payment of wages owed their workers throughout this time. Working closely with our partner factories to move orders into factories located outside of the disruption. As temporary measure, future orders which can be dual sourced moved to other sourcing countries to alleviate pressure on suppliers. Maintain close communication with ETI and other brands to understand more about the situation as it unfolds.
Global shipping Crisis	Shipping routes from Asia	90% of our production is shipped with nominated forwarders who are involved with the Neptune Declaration to protect all workers on board and off from situations of exploitation.
Covid-19 Impact on our communities	Various	Maintain support to our community school in Savar Bangladesh during the lock down periods with essential food parcels, books and pencils. Support our local Manchester community schools with food parcels over the Xmas holiday period.



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Worker Wellbeing

This year we have made great progress on our worker wellbeing survey rolling out to a further 5 factories in Bangladesh, and also 6 factories in our China supply chain. The survey which uses a concise 14 question format devised by Sedex aims to guide us on what areas the factories need to improve their operations to make a more appealing workplace environment for their workers.

During early 2020 we developed the survey into digital format so that workers could access it via their mobile phones, this ensures participants do not feel nervous that their response forms are being monitored and we expect a more truthful response using this method. By offering the survey to the workers themselves gives a clear channel to raise grievances, and a direct line of communication to reduce the chance of exploitation occurring in our production sites.

Despite our factories scoring highly in all areas of the questionnaire we have been developing action plans with each individual factory following review of their results and will continue to monitor the effects of these action plans.

Overall Survey Results to date:

Avg Score out of 10	General	Income	Safety	Respect	Total
Bangladesh Factories	9.58	9.2	9.62	9.28	9.38
China Factories	9.21	8.35	9.55	9.00	9.00



Some of the positive actions that have been identified from the survey include the below, and we have a 6 month follow up procedure in place to review the progress each factory has made to improve their score.



SURVEY HAS REACHED 830 WORKERS

- Worker training on grievance procedures.
- Worker training on H&S procedures.
- Introduction of worker exit interviews.
- Mid level management training on worker dialogue.
- Introduction of worker WeChat groups for easy communication throughout workforce.
- Introduction of weekly briefing meetings to answer any questions and take feedback from workers.
- Teambuilding events to improve worker/supervisor relationships.
- Skills training to improve production speed and efficiency.

Managing Risk

We are raising our game every year; continuously improving the way we source our garments so that workers benefit. We are helping our suppliers to be better employers and benchmarking our procedures within our supplier base with the most forward-looking companies in the UK and Europe.

Whilst our auditing methods are a necessity to benchmark, as a company we cannot rely on these methods alone to prevent exploitation & meet workers labour rights & human rights. The below methods summarise how we continually review our supply chain to identify risks.

Audit through 3rd party & Internal teams

- Supplier mapping & Benchmarking*
- Transparency*
- Payroll Analysis and wage checks*
- Worker Interview*
- Worker ID checks*
- Working hour checks*
- Corrective Action Plans*
- Remedial action delivered by 3rd party experts, NGO's or trade unions.*

Capacity Building Programs

- ILO's SCORE project, China*
- Smart Myanmar, Myanmar*
- ETI's Social Dialogue, Bangladesh*
- Better Work Program, China*
- Workers Wellbeing Survey*
- NGO run hotline facility for grievances*
- Living Wage Analysis*
- Social Insurances Analysis*
- Regatta Health & Education Program*

Goods and services not for resale (GSNFR)

- 3rd Party Questionnaire, SGS*
- Payroll Analysis*
- Ethics Analysis*
- Risk Analysis*
- Supplier Mapping & Benchmarking*
- Transparency*
- Supplier selection based on values*

Highlights this year include:

- Amending our 3rd party audit to include more in-depth details around migrant workers in our factories and their origins to ensure we maintain our position regarding workers from the Xinjiang Uyghur Autonomous region.*
- Amending our 3rd party audit to include more in-depth details around freedom of association, workers participation committee's and collective bargaining agreements.*
- Amending our 3rd party audit to include more details around factory associations and funding, with particular focus on any military connections following the military coup earlier this year in Myanmar.*
- Enrolling 3 of our Bangladesh supply partners onto ETI's Social Dialogue program and engaging with the International Labor Organisations (ILO) better Work program to enroll one of our Chinese partners for later this year.*
- Extending our worker's wellbeing survey across 11 factories, and continuing to analyse the results, discussing any findings with factory management teams and putting action plans in place. .*
- Continuing our own payroll analysis which not only compares wages with the legal minimum wage, but also the national/regional living wage. For 2020 87% of our suppliers paid a living wage in Bangladesh, & in China 80% paid a living wage based upon data from wage.indicator.com. We continue to work with our partners to improve these figures.*
- Working with our top 10 supply partners to guide them in creating their own CSR business plans for 2021. Focus areas they have identified for improvement are detailed with objectives for improvement, and we plan to follow up on these annually.*

MS Indicators & Training

We know the correct training is key to eliminating exploitation in our supply chain. Both internally and externally we have developed our reporting systems and training programs to facilitate our teams to recognise, report and review what goes on around them.

For our internal staff this involves training through our digital platform; Workplace, which reaches all employees worldwide & aims to increase awareness and keep the risks at the forefront of everyone's mind.

As we partner with factories that are aligned with our values on modern slavery, they are usually very cooperative with our mission to minimise the modern slavery risk. However, we continue to send online training videos to all our supply partners and letters from our Board of directors to affirm our zero-tolerance approach to the abuse of human rights. We actively encourage suppliers to establish their own risk assessment processes in their own supply chains, and this year our top 10 partners have written their own CSR plans with objectives and progress review points.

In our audits and discussions with workers and factories management we particularly check for the following modern slavery indicators:

- Withholding wages.
- Ensuring workers are not in a position that they can never pay off loans to agents and factories
- Exploiting child labour
- Excessive overtime which is not voluntarily
- Not letting workers out of the factory and withholding their IDs
- Deception about pay and working conditions - no contract in place or the contract is ambiguous.
- Gender related issues and gender pay gap
- Connections to the Xinjiang Uyghur Autonomous region

This year we have extended training even further down our supply chain, and our 2nd tier nominated suppliers are 60% covered by 3rd party audit. During the pandemic, our focus for training was around H&S and Covid -19 safety precautions and worker safety. Over the past 12 months our 3rd tier supplier mapping has increased substantially, and we start to firstly build awareness of the ETI base code with all 3rd tier contacts.



PROTECTIVE EQUIPMENT



FIRE SAFETY



FIRST AID



NO CHILD LABOUR



WORK PLACE HEALTH & SAFETY



CLEAN WATER FOR EVERYONE



This year in China we organised an online webinar training session through 3rd party providers SGS to all our Chinese suppliers supporting them on how to establish and effectively maintain worker grievance mechanisms within their own operations. 60 participants engaged in the call, and we continue to follow up with our partners to understand what measures they have put in place following the training.

In Bangladesh through our connections with the ETI Social Dialogue program we were able to offer our suppliers access to an online Expert Support Network to discuss Covid-19 safety measures. We are also in the process of trialling a H&S application which is accessed directly by the workers from their mobile phones. Due to the pandemic our work with renowned NGO Phulkie has had to be put on hold, but we look forwards to initiating training via our Regatta Health and Education program, and also extending training on Phulkie's NGO run worker helpline, as soon as it is safe to do so.

KPI Track & Review



Despite the challenges that come our way we are committed to ensuring the work and progress we do to prevent modern slavery continues to embed into our own business and through our business partners alike. We have the following procedures in place to ensure KPI's are met:

- Our transparency map is one way we keep check of how far we have come, and we are constantly updating and expanding this further to our 2nd, 3rd & 4th tier suppliers of packaging, embroidery, washing and printing, we enforce the same principles and ask partners our to align with us. Our supply chain is constantly evolving, and so knowledge and awareness are the greatest tools for preventing exploitation.*
- Our CSR business plan sets objectives and strategy across a 3-year period, and we regularly review this across the business and at Board level with regards to modern slavery. This year we have also collected CSR business plans from our top business partners to ensure they also have a plan for progression.*
- Our ETI membership helps us to navigate deeper into the human rights issues and also keeps in check our progress through newly introduced twice yearly progression meetings.*
- Our questionnaire to the wider supply chain of providers of GSNFR continues to benchmark their ability to detect and mitigate modern slavery risk through policy and training, trading relationships, recruitment, and employees working conditions & wages.*
- 3RD party audit reporting including worker interviews and document checks, reporting through an NGO hotline & our worker wellbeing questionnaire enforce checkpoints to identify exploitation indicators.*
- Continuous presence in our factories, through employees on the ground, right up from our Asia team to our owner, & company MD's. Throughout the pandemic visits from our head office staff have ceased but regular video calls have enabled us to keep close communication.*

We recognise that modern slavery cannot be combatted alone, and so we believe in sharing best practices at all levels within the industry.

- Collaboration and sharing of best practice with other brands, and members within the European Outdoor Group (EOG) and the Outdoor Industry Association (OIA).*
- Collaboration with supply partners through projects such as The ILO's SCORE project in China, Smart Myanmar in Myanmar and the Social dialogue program in Bangladesh. These programs aim to improve H&S, HR, Recruitment and management systems in factories as well as encouraging free election and the establishment of workers committees, to give the workers a voice.*

- As as a supplier ourselves, we continue to offer support and collaborate with our customers and other ETI members in completing their own risk assessments by being open and transparent about our business practices and policies as well as these of our supply chain partners. This year we collaborated with UK retailer and ETI member Seasalt to help advise on challenges they were facing in their own CSR agenda.*
- We are members and attend the Greater Manchester Modern Slavery Business Network quarterly meetings. These provide an opportunity for businesses based in or with connection to the region to work together and support each other in tackling modern slavery. It is a great opportunity for representatives from a wide range of businesses and sectors to hear about some of the good work that is going on in the region, as well as sharing some of the challenges businesses face in tackling this horrific crime. After hosting the first virtual meeting in June last year we continue to collaborate and support the network joining the other host meetings throughout this past year.*

Impacting our Communities

Our responsibility extends beyond our business and supply chain, and into the communities beyond. We believe in bringing people together, and initiating support networks that provide education, empowerment & solidarity to groups of people who may otherwise be vulnerable. As Outdoor experts and members of the EOCA, we care for our planet too. We have worked for many years with conservation projects around the world, such as Dian Fossey Gorilla Fund, Rhino Fund Uganda, & Saving the Survivors in S.Africa. We are aware exploitation can extend beyond people, to animals and our natural environment, so we are proud to take a leading role in helping to protect and preserve our planet. This year as part of our ongoing Higg Index membership we enrolled 6 partner factories onto the Higg program and are currently in the process of completing initial assessments.

For 12 years we have funded a school in the Savar region of Bangladesh close to our garment factory area which provides 260 children, aged 4 - 14 a safe environment to learn and prepare for future life. Following extensive refurbishment of the classrooms to create safe exciting spaces for learning. This year we continue to provide:

- balanced meals 6 days a week during schooltime
- school uniforms
- teacher training
- a library room for the children & wider community
- food parcels during lock down periods
- colouring books & masks during lock down



Over the past year with Covid prohibiting full time classes we are proud to have launched our Regatta scholarship program which ensures final year students at our Savar School do not fall behind with their studies. Providing extra tuition and one to one schooling time we hope this program will give these pupils the best start in life to reach their potential.

In our local communities we saw Covid-19 having devastating affects on local families financially. Over the Xmas period our teams got together at head office and organised 400 food bags which contained both essentials for making nutritious meals but also some treats for the festive period.

Unfortunately, due to Covid-19 our Regatta Health and Education Program in our Bangladesh factories delivered via a local NGO had to be put on hold this year. However over 10,000 women have already benefited from this program, and we hope their learning will have cascaded onto their friends and neighbors further benefiting the wider community beyond our factories. The program teaches the women about health & nutrition, but also H&S in the workplace, gender equality, discrimination, violence and harassment, and we look forwards to resuming this again when face to face training is possible again.

In 2021 we were proud to continue supporting the Alzheimer's Society, and this year we became lead sponsor of their Trek26 event. A series of bucket list trekking destinations with challenging 26 or 13 mile sponsored trekking routes. These events aim to bring people together in the outdoors, raise awareness and generate vital funds to support people living with dementia, and to find a cure for this terrible disease. Using our garment expertise we were able to provide the event T-shirts, promote the events throughout our stores, and provide kit to the organisers, in addition to ongoing fundraising throughout our business.



Looking Forwards

In the words of our founder Lionel Black:

“A successful business does the right thing, sticks to its values and doesn’t just chase profits,”

With that in mind we look forwards to the next 12 months and outline the below focus points to work towards across our business:

- *Enrolling one of our Chinese business partners onto ILO’s Better Work program*
- *Re - establishing and extending our NGO run helpline further into our Bangladesh supply chain*
- *Re - establishing and extending our NGO run health program further into our Bangladesh supply chain*
- *Supporting our partners in Myanmar by building capacities on worker grievance mechanisms, strengthening collective bargaining agreements, and maintaining relations with trade unions.*
- *Launching an achievement day and ceremony for the workers in our partner factories with a particular focus on women workers*
- *Establishing a reward scheme for our internal employees who promote sustainable ideas and practices.*
- *Publishing our own global reporting initiative (GRI) sustainability report which will measure us as a group against industry standard.*

This statement was approved by the board of Directors of the Regatta Group of companies: Regatta Great Outdoors, Regatta Professional, Craghoppers, D2B, Hawkshead, Risol Ltd and Countryside Trading Ltd on the 23/7/21.

Signed:



Joanne Black

Director / Owner, July 2021



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