



seasalt
CORNWALL

SEASALT SLAVERY & HUMAN TRAFFICKING STATEMENT

Seasalt is a clothing and lifestyle brand and multi-channel retailer based in Cornwall in the UK. *Seasalt* has 29 own brand stores, nearly 400 wholesale customers across the UK and Europe as well as an established online presence.

The business' head office is based in Falmouth, Cornwall and comprises creative teams who design and develop the products, buying and merchandising, marketing and communications, finance, customer services, property, organisational and development teams, as well as a central distribution centre which is located in Redruth, Cornwall. *Seasalt* manufactures and imports its products from its supply chains that are located in the following countries: India, Sri Lanka, China, Vietnam, Portugal, Turkey, Tunisia, UK, Bulgaria, Spain, and the Czech Republic.

Seasalt values its supply chain and understand we are only as good as the partners we have producing our products. *Seasalt* is committed to working in partnership with its supply chain and to resolving issues found within it together.

Our policies on slavery and human trafficking

To gain a view of the *Seasalt* supply chain, *Seasalt* requires all of its suppliers as part of their contract with us to agree to our ethical standards. This policy embraces the **Ethical Trading Initiative (ETI) Base Code** and covers areas such as the denial of freedom of association and forced labour, and clearly defines that forced labour and freedom of association are unacceptable to *Seasalt*.

Due diligence

To ensure compliance with our ethical standards we ask, in addition to a signed contract and ethical standards commitment statement, that all of our suppliers join **Sedex**, the Supplier Ethical Data Exchange. **Sedex** is a not for profit membership organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains. Our suppliers are also required to complete self-assessment ethical workbooks on a regular basis and to share copies of any external independent audits and their own policies and procedures in regards to freedom of association and forced labour. **Sedex** work with many brands and high street retailers, so are able to support and collate and advise us and our suppliers on all of the information they receive to provide a global view on the ethical challenges faced in global manufacture.

Our Compliance and Ethics Manager works closely with **Sedex** to ensure that all of our supply partners are up to date with completion of self-assessments.

(continued)



Our process for this is as follows:

1. **Self-Assessment:** We collect information within the Sedex Self-Assessment Questionnaire that could be indicators of managements systems gaps or forced or bonded labour (such as holding of identity documents, wage deductions made, etc). New questions have been added to name labor providers used by suppliers. These issues can then be addressed further, often via a third party audit.
2. **Risk Assessment:** Sedex works with global risks analytics experts, *Maplecroft*, who reference hundreds of indices - from human rights violations to political risk factors to flag country and industry risk factors. This is combined with answers from the Sedex Self-Assessment Questionnaire which highlights management systems risk indicators for human trafficking and forced or bonded labor.
3. **Audit:** Sedex has created **SMETA** (Sedex Members Ethical Trade Audit) – a free, publicly available 4 pillar audit methodology in ethical trade auditing, benefitting companies and their suppliers. Sedex's SMETA audit system is typical and very widely used.
4. **Reporting tools:** The Sedex platform enables members to report on trends across the supply chain and look for possible self-assessment or audit non-compliance indicators of forced or bonded labor that might seem innocuous on their own.

The self-assessment results and any other findings feed directly into the *Seasalt* supplier strategy. This forms the framework for the business strategy each season and is key to ensuring we make the best product in the most responsible way possible.

In addition to the contractual requirements and Sedex, *Seasalt* team members regularly visit our suppliers to review and audit their factories, working conditions and employees directly. *Seasalt* team members are provided with appropriate training internally to ensure they are able to address issues when with the suppliers.

Seasalt recognises that the issue of human trafficking is a global issue and often difficult to detect. To ensure that we have the most honest and clear view of our supply chain we acknowledge that our relationships, commitment and open communication with our supply chain are critical to ensure that should any issues be found they are resolved jointly to eliminate risk to all parties involved in the manufacture of *Seasalt* product.

Signed by: *Leigh Chadwick*

Position: Company Director

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