

LOHCARRON

of SCOTLAND

MODERN SLAVERY & CHILD LABOUR STATEMENTS

1. INTRODUCTION

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. Company officers are aware that slavery, servitude, forced labour and human trafficking (Modern Slavery) is a global issue, and this declaration sets out the steps that Lochcarron of Scotland have taken, or will take, to prevent any form of slavery and/or human trafficking within our own business and/or within our global supply chain.

2. ORGANISATIONAL STRUCTURE

Founded in 1947, Lochcarron of Scotland is the world's leading manufacturer of tartan working almost exclusively with wool to produce our fabrics and accessories. Our products are manufactured at our mill in Selkirk, Scottish Borders. We have retail shops in Selkirk and Lochcarron. Our products are also sold online through www.lohcarron.com. Lochcarron of Scotland has a turnover of £7m.

3. SUPPLY CHAINS

We sub-contract the manufacturing of kilts and other accessories to other well-established business partners all made in the UK. Our supply chain includes the purchase of packaging, goods and raw materials.

We employ more than 75 employees, and are a significant employer in Selkirk, Scotland.

4. POLICIES AND CONTRACTUAL CONTROLS

a. Corporate Social Responsibility

Lohcarron of Scotland are committed to improving our environmental performance, protecting our customers' assets, and having a positive impact on our local community while ensuring the wellbeing of our staff. We follow a "reduce, reuse and recycle" approach to waste generated by our business operations. The company's Health and Safety Committee actively promote environmentally friendly business practices to ensure compliance with environmental legislation relevant to the Company.

We also comply with the Ethical Trading Initiative ("ETI") Base Code; a set of labour standards based on International Labour Organisation conventions used to drive improvements in working conditions around the world and includes the following:

- i. Employment is freely chosen
- ii. Freedom of Association and the right to Collective Bargaining are respected
- iii. Working conditions are safe and hygienic
- iv. Child Labour shall not be used
- v. Legislative wages are paid
- vi. Working hours are not excessive
- vii. No discrimination is practiced

Lohcarron of Scotland give back to our local community by supporting local charities with fundraising activities and sponsorship of local events.

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b. Anti-Bribery Policy

The policy communicates the commitment of Lochcarron of Scotland to compliance with the Bribery Act (2010) and refers staff to the Company's whistleblowing policy should an employee suspect whether an act of bribery is committed and a full investigation will be conducted.

c. Recruitment and Selection Policy and Procedure

Employment is provided and no harsh or inhumane treatment is allowed. All recruitment processes are fair, transparent and fully compliant with all current legal requirements ensuring that employment is freely chosen, the withholding of passports/ID's is not permitted, there is no forced, bonded or involuntary prison labour within the company and, employees are free to leave the company at any time if they wish to do so.

As a company we do not employ anyone under the age of 16. Children and young persons, under 18, will not work more than 8 hours per day or 40 hours per week. They are not permitted to work at night or in hazardous conditions. They will receive additional breaks as per national laws.

d. Working Time Regulations

Lohcarron of Scotland are committed to ensuring that we remain compliant with the Working Time Regulations (1998) by regularly monitoring working time via timesheets and the supervision of staff, including the hours of our young people. Additional hours/overtime, when offered, is undertaken on a voluntary basis.

e. Auditing

Government regulatory bodies, and external auditors acting on behalf of our customers, regularly review our working practices, and if any room for improvements and/or non-conformances are identified, remedial action is instigated.

5. THE PURCHASING OF RAW MATERIALS AND CONSUMABLES

Lohcarron of Scotland are aware of the importance of its raw material supply chain and the sustainability of raw material suppliers. Our raw materials are purchased from a small number of partners that we have worked with for many years.

6. STEPS TAKEN TO ENSURE THAT MODERN SLAVERY AND HUMAN TRAFFICKING ARE NOT TAKING PLACE

Lohcarron of Scotland are fortunate that the majority of our manufacturing is done internally and have therefore a relatively high degree of oversight over the process.

We review and update all of the policies and contractual controls mentioned above to ensure that they are robust in protecting our own employees. With regards to our sub-contractors and raw material suppliers we have sought assurances that processes are in place to manage the risk in those businesses.

Any concerns with regards to Modern Slavery and child labour within Lochcarron of Scotland or our supply chain should be discussed with the Senior Operations Manager or HR Manager.

Dawn Robson-Bell, Managing Director

July 2024

