

# Modern Slavery Statement For Financial Year 2026/27



This Modern Slavery Statement is issued in accordance with the Modern Slavery Act 2015, it sets out the processes we have taken and continue to take to prevent modern slavery and human trafficking in our own operations and supply chains.

## Business Structure

Alsico Laucuba Ltd is located in Preston UK and is part of the global Alsico group which is headquartered in Belgium. The group owns a number of manufacturing locations and sales offices spread across Europe, North Africa, Asia and North America. We design, manufacture and distribute uniform clothing, protective wear and workwear to organisations in the UK and overseas.

Our workforce in the UK continues to be made up of permanent employees employed directly by Alsico in either full or part-time roles with contracted hours.

Our business relationships with all suppliers, are determinedly long-term and we are committed to creating understanding so that our organisations can rely upon each other and growth plans can be achieved together. Our production requirements are not seasonal and with long-term commitments factories can see into the future and plan accordingly

Employees in group owned manufacturing locations used by us are also permanent employees, again employed directly by the manufacturing company. There is no requirement for seasonal workers, no use of homeworkers and any migrant workers are recruited and employed directly by each factory. We do allow factories to use sub-contractors but these are all registered with us and we include their locations in our monitoring activities.

Our Tier two suppliers that supply raw materials and accessories continue to be mapped and we specify our requirements and monitor that these are purchased from agreed manufactures. This allows us to be confident that we understand our supply chain for raw materials and to work with our suppliers to build their knowledge around human rights at work and the wider sustainability agenda.

## Risk Assessment & Due Diligence

We recognise that modern slavery is a growing global issue, and the ongoing conflict in Ukraine, Gaza and the wider Middle East increase the risk of human trafficking and forced, bonded and child labour.

The Group continues to reinforce its commitment to the highest level of ethical practice through the group code of conduct. The code of conduct aligns all business units and tiers of their supply chains. We take this responsibility by systematically including ecological, social, and economic considerations in our daily policy.

Policies that recognise the risk of modern slavery in areas of our activity guide our work. These include our Code of Conduct and those that provide guidance for recruitment and procurement, each of these is aligned and guided by the ETI base code. Our Code of Conduct instructs our work activities to identify, remove and prevent slavery within our supply chain.

We use our group SEDEX membership to risk assess our supply chain based on geographical location and industry risk within our sector and require regular SMETA 4 pillar audits on all Tier 1 – Tier 2 key suppliers. This allows us to be far more scientific in identifying potential areas for Modern slavery malpractice, and to follow up on the closure of any non-conformances raised through audits. All new suppliers are onboarded following a rigorous process, and we monitor compliance with our Code of Conduct.

We continue to recognise the inherent risks of modern slavery associated with garment production and the geographical and cultural areas in which we manufacture. The majority of our manufacturing takes place in group owned units and here we are more confident that the risks of modern slavery are fewer but outside of these factories we have identified the salient risks for the business as:

- Cotton sourcing practices
- Focus on the transport elements of our business and its working practices
- Small scale production units with limited HR resources in place.

Work continues to test our social compliance rigorously and build transparency of supply both within alsico UK team and also the wider alsico group sustainability team.

We are members of Better Cotton, an initiative to improve cotton farming globally, we continue to convert more of our fabric bases over to have Better Cotton which gives confidence of sustainable practices and welfare within cotton supply chains. As a group Alsico are committed to sourcing 100% of our cotton as 'more sustainable cotton' by 2040.

Policy review and development is embedded in the KPI's for our compliance team. The ownership and signoff for all our policies in this area lies with these managers and the Operation Director with responsibility for Ethical Trading and sustainability.

We review the risk of modern slavery within our supply chain at Board level on a regular basis. We ensure that we understand the degree of risk and we discuss and agree the extent of organisational leverage available to us and how we may be able to address the priority risks.

Our current HR due diligence processes are integrated fully with our work to identify, remove and prevent modern slavery in our own business as well as in our supply chain.

There is a robust recruitment process that ensures that all workers in the UK are recruited and employed directly by the business. Where it has been necessary to take on temporary staff, we do this for a minimal period and use an agency where we have a long term and transparent relationship with.

The initiatives we have implemented within our supply chain to gain greater insight into recruitment practices are ongoing. These initiatives ensure that our partner companies are aware of and aligned with our social compliance requirements. This approach continues to be an effective way of monitoring and identifying potential modern slavery risks.

Our work in these areas is supported by regular independent audit to ensure compliance with our agreed policies and the ETI Base Codes but we work hard to go well beyond audit and contractual compliance and our projects are designed to create improved outcomes for workers within our supply chain.

We operate an incident response plan that provides clear guidance on actions that must be taken in the event that an incident of modern slavery is discovered. This defines actions and who is responsible for implementation. It also gives guidance on ensuring that we and our supply chain takes responsibility for managing grievances and providing remedy in these circumstances.

In order to remove this risk, we have created a robust system to assess, monitor and measure our supply chain using a detailed risk assessment tool that is supported by regular site visits by our own teams and independent auditors. Every supplier has a risk rating that is formally reviewed every 3 months and objectives for improvement are set and discussed with the suppliers.

This allows us to work with our suppliers to develop their capability and capacity around human rights at work and the wider sustainability. We believe working collectively with our suppliers is how we'll make a real difference.

### Training & Capacity Building

The Board of Alsico Laucuba Ltd continues to be committed to identifying, removing and preventing modern slavery and has continued to ensure that the resource and capacity required for all our work to support human rights at work is not only made available but that it is successful and sustainable.

We acknowledge that our business model relies on garment production in regions where competitive pricing is a key factor in supplier selection, which may increase the risk of modern slavery.

Ethical and sustainable objectives continue to be developed at Group level, and alignment to this is monitored within the UK business unit at board level so progression with Modern slavery related activities can be monitored closely.

Training and development in human rights and modern slavery issues of our UK HR, sourcing and supply chain management continues, to ensure all staff have the proficiency to integrate best practice and approach in relation to ethical procurement.

The alsico group have committed to continuous monitoring of living wage at all alsico locations, closing the existing gaps between paid and living wage in a timely manner and in agreement with local stakeholders. We have 5 subgoals ranging from a hardship fund for our employees, to gender equality, including leadership programs and special protection of young employees.

All group manufacturing units are verified against Oeko-tex step, this certification sets the highest standards both for social and environmental aspects of textile production.

alsico UK continues to be accredited to the Global Recycled Scheme, this voluntary product standard tracks and verifies the content of recycled fibres in products. The social requirements include compliance to ethical trade standards and aims to reduce harmful impact of production on people and on the environment.

Independent verifications such as these make our business units more transparent and accountable.

### Summary

We have not identified any evidence of modern slavery or human trafficking within our immediate supply chain but we recognise that the risks are still inherent in the locations and in the industry in which we operate. In 2025, the alsico group Code of Conduct committed to implementing the living wage in all group owned units. We rely on open and honest partnerships and collaboration within our supply chain and with customers, NGO's and government bodies to eradicate modern slavery and human trafficking.

Last reviewed 12.02.2026

Charlotte Clarke  
Managing Director

