



# Modern Slavery Statement

July 2024 – June 2025





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## About this report

This report summarises **The Very Group's** work to prevent modern slavery in our business and supply chain from 1 July 2024 to 30 June 2025.

The report meets the requirement under Section 54 (Transparency in Supply Chain) of the **Modern Slavery Act 2015**. It was approved by **The Very Group's Executive Team** on 16/12/2025.







## CEO statement

**At The Very Group, our purpose is simple yet powerful: To help families get more out of life. Through our multi-category digital retail offering and flexible payments platform, we connect over 4 million customers across the UK and Ireland with 2,000 leading brands, including our much-loved own brand collection.**

Being a responsible business is central to how we operate. That means treating everyone – customers, colleagues, and workers across our supply chain – with fairness, dignity, and respect. We recognise our responsibility to help identify, prevent, mitigate, and remediate human rights risks, including the persistent and deeply concerning issue of modern slavery.

Modern slavery is a global challenge that transcends borders, industries, and economies. As a pureplay online retailer with a relatively small UK footprint and a supply chain spanning **19 countries**, we take a risk-based approach to focus our efforts where we can have the greatest impact.

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**This year, we've made meaningful progress in our commitment to combat modern slavery, including:**

- Gaining enhanced transparency of our supply chain, reaching up to **Tier 3 visibility** for majority of our factories
- Developed a risk mitigation plan that focuses on our salient human rights risks within our supply chain
- Becoming members of **the Bright Future Cooperative**

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While we are proud of these achievements, we know there is still much more to do. Doing our part to help tackle modern slavery remains a priority for our business, and we are committed to continuous improvement, transparency, and accountability in everything we do.

Together with our partners and peers, we will continue to challenge ourselves and our industry to drive meaningful change – because every individual deserves to live and work free from exploitation.

**Robbie Feather**  
**Group CEO**

# What is modern slavery?

Human rights organisation **Anti-Slavery International** defines modern slavery as 'when an individual is exploited by others, for personal or commercial gain. Whether tricked, coerced, or forced, they lose their freedom'.

Modern slavery is a global issue which takes many forms. **The International Labour Organization (ILO)** estimates that at least **50 million** men, women and children around the world are in some form of slavery, with specific examples opposite.

## Types of modern slavery

Modern slavery takes many forms. According to Anti-Slavery International, the most common are:

- Human trafficking
- Forced labour
- Debt bondage or bonded labour
- Child slavery
- Descent-based slavery  
(where people are born into slavery)
- Forced and early marriage
- Domestic servitude

You can find more information about different types of modern slavery [here](#).

## There are around 50m people around the world in some type of slavery

That comprises:

**27.6m**

people are in forced labour

**22m**

people are in forced marriage

**17.3m**

people are in forced labour exploitation in the private economy

**4m**

people are in forced labour imposed by state authorities

(Source: Anti Slavery International)



# Our organisation at a glance

The Very Group is one of the UK’s largest integrated pureplay digital retailers and flexible payments provider. Through **Very** and **Littlewoods**, we combine **2,000 famous brands** across electrical, home, fashion and more with a simple online experience and flexible ways to pay provided via our **Very Pay** platform.

**Very** makes up **88%** of group revenue, our biggest and fastest growing brand selling everything from tech to tableware. Famous for a combination of big-name brands and on-trend fashion. **Littlewoods** was established in 1923 and is now a family-focused digital multicategory department store that has a loyal customer base. We have sites in Liverpool, where we are headquartered, we also have offices in London, Bolton and Dublin and fulfilment facilities in the East Midlands and Wrexham. We also have sourcing operations in China, Malaysia and Poland.

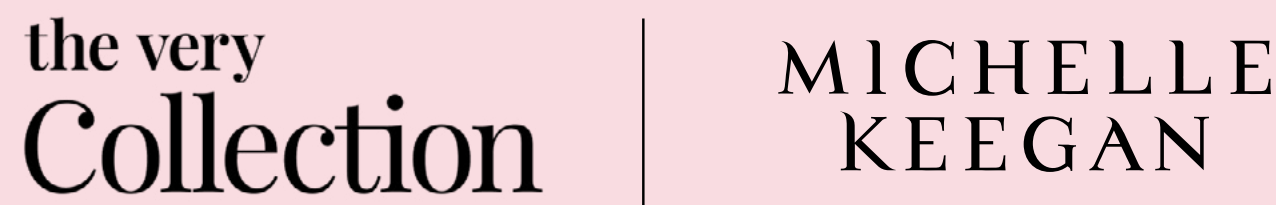
## Our products and supply chain

Our supply chain can be categorised into three groups:

- 1. Own brand
- 2. Third party brands
- 3. Goods and services not for resale

### 1. Own brand

Our own brand product retails as:



We have an opportunity to influence and drive change within our own operations and the supply chain for our own brand products.

As of June 2025, **The Very Group** manufactured own brand products through **349 Tier 1 factories** across **17 countries**, working with **200 suppliers**.

We have mapped over **156,000 workers** within those factories, of which approximately **52%** are male and **48%** are female. We have also mapped a further **93 priority Tier 2 factories** across **11 countries**.

This year **97%** of our **Tier 1 factories** have disclosed at least one **Tier 2**; **90%** of our **Tier 1 factories** have disclosed at least one **Tier 3 supply base**.

Transparency is fundamental in our approach to reporting on our supply chain. To that end, we publish our **Tier 1** and **2** sites. We also post on our corporate site and update this list twice a year

Our top 10 sourcing regions, representing 98% of our own brand product mix, are:

Country	Sourcing Mix % (units)	Global Slavery Index 2023 (estimated prevalence per 1000)
China	47.88%	4.0
Bangladesh	18.51%	7.1
India	10.46%	8.0
Turkey	7.93%	15.6
Pakistan	4.87%	10.6
Sri Lanka	2.83%	6.5
Vietnam	2.50%	4.1
Malaysia	1.25%	6.3
Romania	0.96%	7.5
UK	0.89%	1.8



# Our organisation at a glance

(continued)

TVG	Own operations (offices and warehouses)
Tier 1	Main production
Tier 2	Outsourced process and product enhancement
Tier 3	Material production
Tier 4	Raw material processing
Tier 5	Raw material extraction

## 2. Third party brands

We provide our customers with access to **2,000 brands** across fashion, electrical, home, and more. As part of our commitment to creating a sustainable future for our business and the communities in which we operate, we ask brands being on-boarded to **Very** and **Littlewoods** to complete 'The Very Basics'.

This self-assessment questionnaire covers **transparency, modern slavery, human rights, more sustainable materials, and animal welfare**. Responses to the questionnaire are reviewed by our in-house team and, where required, discussed with the brand.

We are active participants of the **Retailer Roundtable (RRT) Learning Exchange** on **Impactful Human Rights** and **Environmental Due Diligence (HREDD)** led by **The Industry We Want (TIWW)**. The RRT aims to foster collaboration among third-party retailers, enhance responsible business practices and create industry alignment.

## 3. Goods not for resale (GNFR)

**GNFR (Goods Not for Resale)** refers to the purchased goods and services that are not sold directly to our customers but are essential for supporting our operations and activities. We currently work with over **500 GNFR** suppliers. In **FY25**, we placed a strong focus on enhancing due diligence for our purchased goods and services by integrating an **ESG** questionnaire into the supplier onboarding process.

This initiative was developed in close collaboration with our procurement team. Additionally, we implemented a scoring system to assess **ESG** risks, including modern slavery, at the decision-making stage. This system equips our procurement department with valuable insights, enabling them to make well-informed and responsible sourcing decisions.



## Fulfilment facilities, UK

As an online retailer, our warehouses are a critical component of our operations. We have established a strong working relationship with our temporary workforce agency, Mach. As part of our due diligence, we conducted a **Complyer audit** of Mach, which confirmed their robust processes and policies aligned with Modern Slavery legislation.



# Governance

Overall accountability for activity taken to tackle modern slavery sits with the **ESG Committee**, a **Tier 1 committee of the Board**. This report is also reviewed by the **Executive Team** and ultimately approved by the **CEO**.

## Policies

Clear policies and monitoring processes are in place across our business to ensure robust risk management. There are several policies in place to support our commitment to protecting and respecting human rights, many of which are relevant to modern slavery.

These policies are aligned to internationally-recognised standards and based on the principles of the **International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work**, as well as the **Ethical Trading Initiative (ETI) Base Code**.

**Code of conduct:**

Based on the **International Labour Organisation’s** core standards as well as the **Ethical Trading Initiative Base Code**, the document reflects best practice industry standards being applied globally by responsible retailers. All business partners must commit to uphold the standards in this document prior to doing business with us.

**Anti-Bribery, Corruption and Conflicts of Interest Policy:**

This establishes **The Very Group’s** position on preventing and prohibiting bribery, in accordance with **the Bribery Act**. The **policy** applies to all individuals working for **The Very Group**, including senior managers, directors, employees’ consultants, contractors, or any other person associated with the business.

**Access to Remedy and Grievance Policy:**

This outlines **The Very Group’s** commitment to ensuring that workers in our supply chain have access to effective grievance mechanisms and remedies. It emphasises the importance of addressing and resolving issues in a fair and transparent manner.

**Whistleblowing Policy:**

This encourages individuals to report any concerns about unethical or illegal practices within **The Very Group** or its supply chain. The policy ensures that whistleblowers are protected and that their concerns are investigated thoroughly and confidentially.

**Child labour and young worker policy:**

This sets out the steps suppliers need to take to protect young workers and to make sure no children are involved in the manufacture of any of our products. If we discover child labour in our supply chain, this policy sets out our remediation process.

**Migrant worker policy:**

This details the steps suppliers and factories need to take to responsibly recruit migrant workers and ensure they receive the same rights and benefits as local workers. This **policy** also underlines the importance of the **Employer Pays principle**, reflecting **principle 1 of the Dhaka Principles for Migration with Dignity**.

**Homeworking in Supply Chain Policy:**

This provides guidance to suppliers on managing homeworking responsibly within the supply chain. It ensures that homeworkers are treated fairly, with appropriate working conditions and pay, in line with ethical standards.



# Salient human rights risk

As a business operating across multiple sectors, from fashion to furniture, we recognise the heightened risk of modern slavery and human rights violations within our global supply chain. In response, we have developed a structured framework to guide our efforts in identifying and addressing human rights risks.

This framework is a rights-centred and risk-based approach aligned with the **UN Guiding Principles on Business and Human Rights** and was developed in collaboration with internal stakeholders and external human rights experts.



We have identified the following salient human rights risks within our operations and supply chain:

- Wages and income disparities
- Working hours and excessive overtime
- Forced labour
- Health & safety
- Precarious employment
- Overuse of resources

We apply three key lenses to our risks to understand their broader implications and driving factors as well as ensuring our response is inclusive and responsive.

- **Gender:** recognising the disproportionate impact on women and gender-diverse individuals
- **Voice:** ensuring worker representation and access to grievance mechanisms
- **Climate impact:** understanding how environmental degradation intersects with human rights risks

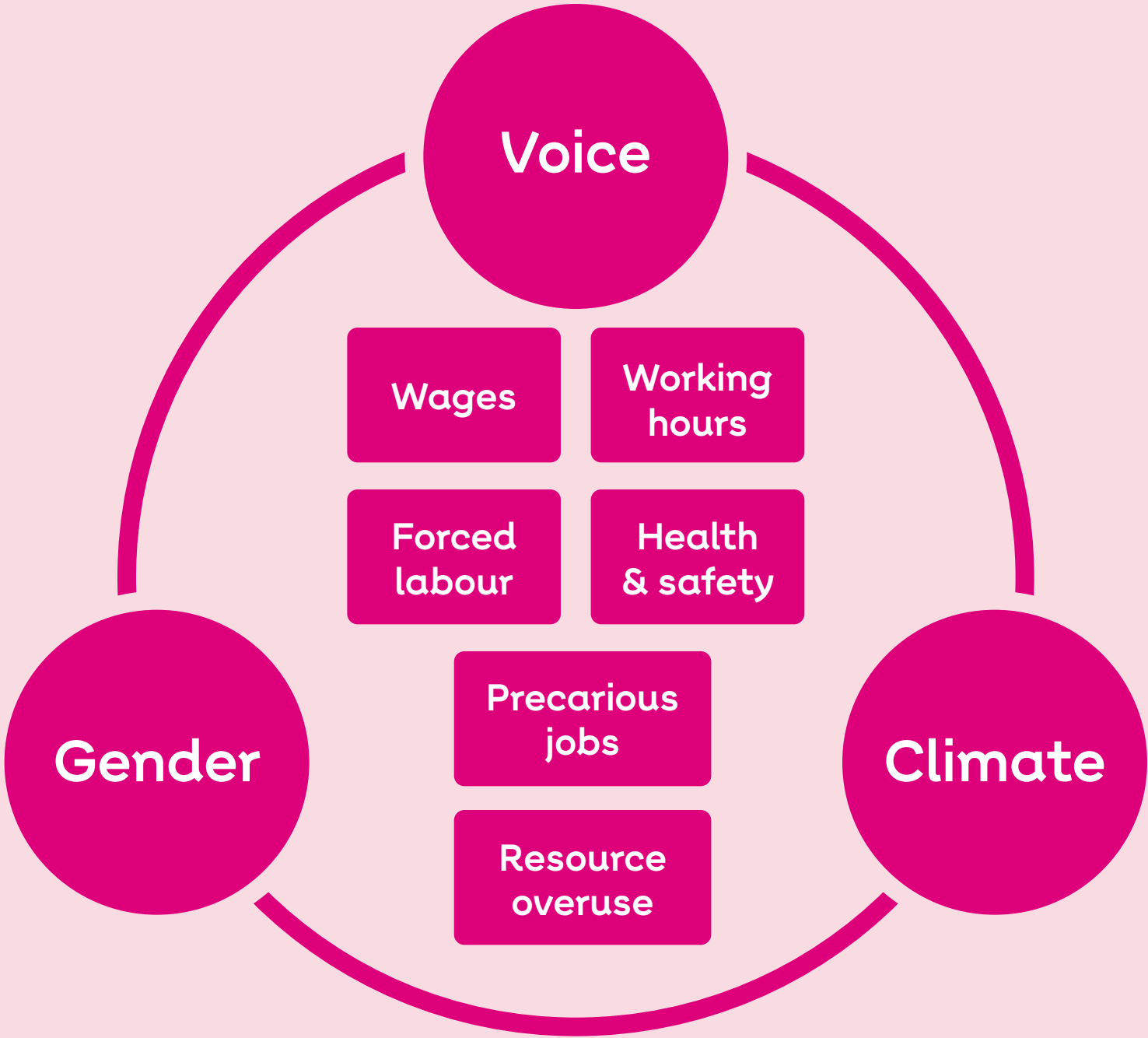
Our methodology utilised a range of resources to determine our salient risks based on scale, scope and remediability in our supply chain. Including but not limited to:

- Global indicators and risk ratings from internationally recognised sources including the **World Bank**, **International Labour Organization** and the **World Economic Forum**
- Insights from our colleagues on the ground and expertise from membership of organisations and working groups including **Ethical Trading Initiative (ETI)**, **UN Global Compact (UNG)** and **The Centre for Child Rights and Business**
- Engagement with key stakeholders including **NGOs, trade unions**, other brands and retailers and government bodies either direct or through multi-stakeholder initiatives and collaborations
- Supply chain data and findings from internal and third-party audits and human rights due diligence assessments
- Risks identified through established grievance mechanisms within the supply chain such as **International Accord** (Bangladesh & Pakistan), **TIMBY** (India), **Müdem** (Turkey) and **Unseen UK Modern Slavery Helpline**.



Our approach prioritises addressing risks that are the most prevalent within our supply chain or pose the most risk. This helps us to direct our efforts and enables us to drive meaningful change.

We acknowledge that our salient risks are not exhaustive. We remain committed to protecting all individuals in our own operations, supply chain and surrounding communities and will continue to use our human rights due diligence channels to identify, prevent and mitigate additional risks.



Salient issue	High risk countries	High risk supply chains	Risks
<b>Wages and income</b> Non-payment of wages or overtime, social insurance and benefits, unfair wages	Bangladesh, India, China, Pakistan, Turkey	Apparel & Textiles, Electricals, Home & Furniture, Logistics	Legal minimum wages often fall short of living wage benchmarks, significantly impacting workers and their families. This risk increases for piece-rate and informal workers deeper in the supply chain, due to a lack of transparency, regulation and social protection. Continued economic and political instability and gender pay gaps further exacerbate wage vulnerability across our sourcing regions.
<b>Working hours</b> Excessive overtime, consecutive working days, unsuitable breaks	Bangladesh, China, India, Vietnam, Pakistan, Turkey	Apparel & Textiles, Electricals, Home & Furniture, Logistics	Excessive overtime and consecutive working days can be commonly seen during peak production periods to satisfy export demands. Overtime can also be frequently used across supply chains to supplement wages in lower-income economies. These conditions can result in excessive working hours which poses a serious risk to workers physical and mental health.
<b>Forced labour</b> SIFL*, Labour exploitation, child labour, recruitment fees, forced overtime	China, India, Pakistan, Malaysia, Turkey, UK	Apparel & Textiles, Electricals, Logistics	Forced labour remains a pervasive global issue, affecting supply chains across all regions and tier levels in varying forms, posing a critical threat to human rights. While risk differs by geography, it is particularly acute in informal sectors, areas with high reliance on migrant labour, and regions of state-imposed forced labour. These conditions are intensified by a lack of transparency and systemic vulnerabilities.
<b>Health &amp; Safety</b> Occupational, building & fire, chemical safety	Global	Apparel & Textiles, Electricals, Home & Furniture, Logistics	Health and safety risks are prevalent across global supply chains, particularly in lower tiers where regulatory oversight and transparency is limited. Unsafe working conditions including structural hazards, fire safety deficiencies, and exposure to toxic chemicals are common in sectors such as raw material extraction, textile production, and product manufacturing.
<b>Precarious Jobs</b> Temporary / seasonal, agency or migrant workers, recruitment agents, young workers	India, Malaysia, Vietnam, Sri Lanka, UK, Indonesia	Apparel & Textiles, Home & Furniture, Logistics, GNFR	Reliance on migrant labour and widespread use of recruitment agents and temporary contracts heighten vulnerability of workers and increases the risk of exploitation. Temporary / informal work for young workers, informal employment in lower-tier activities, such as homeworking, workers at risk of unfair wages and limited access to social benefits.
<b>Resource Overuse</b>	Bangladesh, China, India, Pakistan	Clothing Electricals, Furniture Textiles, Home Textiles	Production across our supply chain is energy, water and chemical intensive which can have severe impacts on workers and surrounding communities such as pollution of waterways in regions with poor waste management

\*SIFL (State Imposed Forced Labour)



# Forced labour risk mitigation

## Cotton supply chain risk assessment

Cotton is a key material used in our textile products and we are aware of the potential human rights risks due to associations of cotton sourcing with the exploitation of Uyghur people in China, and state-imposed forced labour in Turkmenistan.

To better understand and address these risks, we conducted targeted outreach with key and high-risk cotton suppliers in Bangladesh, India, and China. This initiative builds on our existing mapping to **Tier 3** (fabric mills) and seeks to assess supplier visibility into **Tier 4** (spinners and ginneries) and **Tier 5** (farms). Responses varied in the level of detail provided, and verification remains a challenge across these tiers.

We are currently exploring options to improve cotton traceability, including the potential role of certifications in supporting source-level transparency. In parallel, we continue to map our lower-tier supply chain in line with our 2030 commitment, engage actively with suppliers, and monitor emerging risks through ongoing collaboration with stakeholders.



## Unseen UK training for UK manufacturers

In April 2025, we delivered targeted training to our UK-based manufacturers focused on modern slavery awareness, best practices for supply chain due diligence, and the importance of the **Unseen Modern Slavery Helpline**. Recognising that risks are more likely to occur deeper in the supply chain due to limited visibility, we are committed to bringing our direct suppliers on the journey. Through collaboration, we aim to prevent modern slavery by equipping them with the tools and knowledge needed to conduct effective due diligence and ensure their own suppliers uphold the standards outlined in our **Code of Conduct**.

## Bright Future Cooperative

In December 2024, we proudly became members of the **Bright Future Cooperative**, a charity dedicated to supporting survivors of modern slavery by helping them re-enter the workforce through safe and stable employment opportunities. We are honoured to contribute to their vital mission and have committed to offering one placement at each of our warehouses.

To ensure we provide the right support, our **ESG** and warehouse teams completed trauma-informed training with the **Bright Future Cooperative** in 2025. This training equips our colleagues with the tools and understanding needed to foster a safe and inclusive environment for survivors.

Both placements are now live on the **Bright Future Cooperative** platform, and we are excited to welcome candidates into **The Very Group** team as part of our ongoing commitment to ethical employment and social impact.





## Empowering worker voices

**We empower all workers to use their voices and have mechanisms in place for them to share feedback and raise grievances.**

We engage with workers in interviews during onsite visits by our regional teams and provide independent, anonymous hotlines in our key sourcing regions. These mechanisms connect us to our supply chain, amplifies worker's voices and provides us with a direct understanding of their experiences, enabling us to better support them and drive positive change.

### Our work in this area includes:

**India:** In collaboration with five industry peers, we promoted the use of Timby throughout factories and communities in South India. Timby is an app which allows workers to raise concerns and grievances, and access support and remedies.

**Bangladesh:** Promoting the **RSC Accord helpline**, which provides workers with a mechanism to report and resolve concerns around safety or other issues. In **FY25** Accord has received and successfully resolved nine grievances raised by workers from factories manufacturing for **TVG**.

**UK:** Unseen's modern slavery hotline is actively promoted in our UK supply base.

**Turkey:** We continue our collaboration with **Müdem**, which provides a grievance mechanism for all workers employed in Turkish factories. A key element of this programme is the **Worker Support Centre**, an online platform available in Turkish, Arabic, Farsi, and English. This platform enables workers to safely report workplace issues and access free counselling services. Workers can anonymously raise grievances and complaints and receive support in resolving them. To date, **Müdem** has directly onboarded and trained 11 factories within **The Very Group's** supply chain.



# Risk and actions in The Very Group's supply chains

## Due diligence to protect the human rights of people throughout our supply chain

At **The Very Group**, we are committed to addressing the risks of modern slavery within our supply chain through a robust due diligence process that combines a variety of tools and approaches. Our compliance programme is grounded in an audit-based framework, ensuring that we only onboard factories free from high-risk violations, as classified under **The Very Group's** audit policy. Wherever feasible, our regional teams conduct on-site visits to assess factory conditions and confirm that suppliers meet our stringent criteria.

Following audits or factory visits, we provide suppliers with a **corrective action plan (CAP)** to outline the necessary improvements and the timeframe for implementation. For unresolved high-risk issues, an internal escalation process is initiated to ensure appropriate action is taken. Recognising the importance of deeper supply chain visibility, we have extended our audit programme to include **Priority Tier 2 factories**, classified as priority by their risk level.

In **FY25**, we transitioned to a new data management platform, enhancing our ability to manage **CAPs** and improving communication with suppliers regarding required actions. Our regional teams play a key role in supporting our partners locally, fostering collaboration and driving improvements on the ground.

As part of our broader due diligence efforts, we provide worker voice solutions, participate in multi-brand initiatives and forums, deliver training to suppliers and internal stakeholders, and ensure adherence to our policies. Below, we outline the key activities that form the foundation of our due diligence programme:





# Factory onboarding screening

To mitigate risks within our supply chain, **The Very Group** conducts **Adverse Media (AME)** screening for all **suppliers** and **Tier 1 factories** during the onboarding process. This screening is also extended to the ongoing monitoring of all onboarded factories. Any findings that reveal adverse or negative media coverage, particularly concerning **Human Rights** issues, are thoroughly evaluated and addressed as part of our commitment to ethical sourcing



# Social audits of factories in our supply chain

Social audits provide a snapshot of working conditions in a factory on a given day but are a useful tool in enabling us to identify modern slavery risks in our supply chain. Our audit programme consists of a combination of assessments conducted by nominated third party audit companies and our in-house team. The audits use local law, **The Very Group's** code of conduct and the **ETI Base Code** to identify risks and areas for us to work with factories to improve.

Our audits are conducted on semi announced or unannounced basis. We work closely with suppliers to support them with remediation of critical issues, and we address root causes to ensure preventative measures are in place to mitigate future risk.

# Factory visits from our in-house team

Our in-house teams carry out regular visits to factories to offer advice and support on improving issues and implementing best practice.





# Unapproved subcontracting

All **Tier 1 factories** must be approved by the **ESG team** before production can commence. To ensure traceability of our production, unannounced visits are conducted by our in-house teams. Additionally, processes have been implemented to ensure that lower-tier declarations (at least for **Tiers 2 and 3**) are provided during the onboarding process for any new factories.

To verify compliance with these requirements and detect any instances of unapproved supply chain activity, we employ multiple testing methods. These include utilising our internal quality and **ESG** records, geolocation tracking of production sites, traceability checks during factory visits, and spot-check audits.

Our buying team is fully aligned with these requirements and actively supports the detection of any undisclosed production sites.

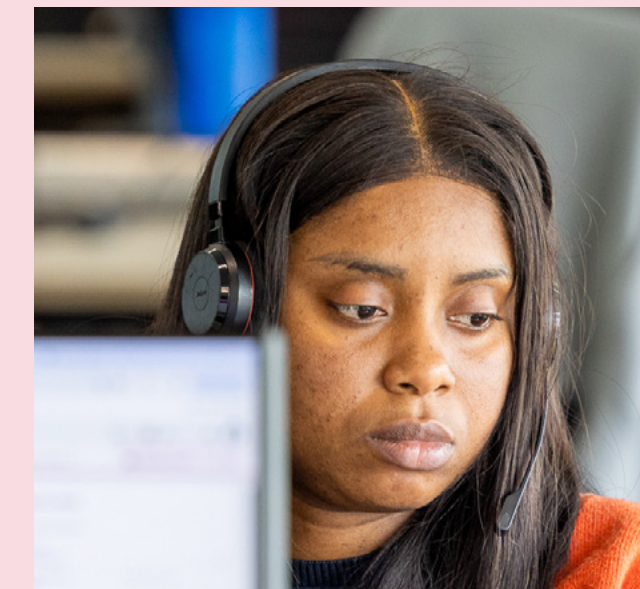
In **FY25**, we identified six instances of unapproved subcontracting within our supply chain. In such cases, we worked closely with the relevant supply chain partners to understand the root causes of subcontracting, assess the working conditions in the units involved when possible, and determined the necessary steps to support future production if the factory is considered for continued use.

## Training

We believe that preventing modern slavery in our business and supply chain is the responsibility of all colleagues at **The Very Group**, as well our suppliers and partners.

In **FY25**, we refreshed our mandatory annual e-learning for desk-based colleagues and held ‘**train the trainer**’ sessions with colleagues based in our Skygate and Wrexham fulfilment centres to conduct in person trainings for our fulfilment operatives and service providers on site.

- **96%** completed e-learning (2118 / 2201)
- Eight completed train the trainer – scheduled **38** in person training sessions to be completed at the beginning of **FY26**
- We provide updates and raise awareness of modern slavery risks to our **ESG Committee** and **Executive Team**, as well as to frontline colleagues, to help us find solutions to mitigate these challenges.





# Due diligence and action in response to salient risks in FY25

Country	FY25 Action	Salient risk	Lens
Bangladesh	Recognising the impact of climate change on decent work, TVG participated in Phase 1 of the Green Social Dialogue project in partnership with the Ethical Trading Initiative. This initiative aimed to strengthen social dialogue on climate change-related issues. Building on this progress, we will continue our collaboration and commence Phase 2 in FY26.	Overuse of resources	Climate, Voice
Bangladesh, Pakistan	We've signed the Bangladesh and Pakistan Accord and have been supporting this initiative, including their grievance mechanism for supply chain workers in Bangladesh, supporting with remediation of OSH and non-OSH issues.	H&S, Working hours, Wages, Forced labour	Voice
China	Continued our partnership with Inno focused on women's empowerment through personal and professional skills training. A 'train the trainer' model has been launched in two of our strategic suppliers.	H&S, Working hours, Wages	Gender, Voice
China	The Very Group partnered with ESCP and one of its strategic factories to establish a safe and welcoming space for children to enjoy a fun and meaningful summer holiday. This initiative, known as the "Happy Summer Holiday Project," aimed to provide a positive environment for children while supporting factories in mitigating child labour risks, particularly during the summer holiday period.	Forced labour (child labour)	Voice
India	Continued our work with the South India Textile project across five districts, for a fifth year. Phase V of the project focused on educating workers in the local communities, factories and mills on financial literacy, health, labour rights, pre-departure training for migrant workers, and awareness on gender-based violence and harassment. The project's resource centres continue to provide essential support for workers, from health screenings to wage recovery.	Wages and income, H&S, Precarious jobs	Gender, Voice
India	In partnership with one of our suppliers, we have started working with the Ethical Trading Initiative (ETI) on its Gender Data Initiative. The initiative aims to use learnings from the process of collecting gender-disaggregated supply chain data to conduct effective human rights due diligence.	Precarious jobs	Gender
Malaysia	We developed a clear process and guidance document for suppliers to follow during the recruitment of migrant workers, ensuring no fees are charged to workers; this was supported by a training session attended by all our suppliers in Malaysia. Suppliers will implement this process once overseas recruitment resumes.	Precarious jobs, Forced labour, Wages	
Pakistan	We partnered with FWC to assess two of our factories, identifying several non-compliances and observations. Both factories are now collaborating with FWC on corrective action plans, and training and capacity-building initiatives have been proposed based on the findings. Future plans include extending these assessments to the remaining factories in the region	H&S, Working hours, Wages, Forced labour	Voice
Turkey	We collaborated with Yanındayız, an organisation dedicated to promoting gender equality and inclusivity, to deliver training at one of our strategic factories. This training focused on raising awareness and educating factory management and workers on creating a more equitable and inclusive workplace.	H&S, Working hours, Wages, Forced labour	Gender, Voice
UK	We are continuing our dialogue with International Transport Federation to understand welfare of workers in our global transport network, by conducting annual Rights Check reports of vessels used in the shipment of our goods.	Forced labour, precarious jobs	



## Other actions taken in FY25 include:

**Global:** Refreshed our policies including our code of conduct, Access to Remedy and Grievance Mechanism policy, Child Labour and Young Worker policy, Homeworking in Supply Chain policy and Migrant Labour policy. Trainings were held with colleagues and suppliers to update and promote our social policies.

**Global:** Delivered **The Very Group's** factory onboarding training in multiple languages, including English, Chinese, Turkish, Polish, and Bengali, to educate our global suppliers. The training emphasised the importance of adhering to **The Very Group's** Code requirements and conducting thorough due diligence within their supply chains as a fundamental aspect of responsible collaboration with us.

**Global:** In FY25, we successfully achieved disclosures of at least one factory per tier up to **Tier 3**, reaching a completion rate of **90%** for **Tier 3** and **97%** for **Tier 2**. This progress has provided us with improved visibility into the lower tiers, where potential hidden risks may exist. We remain committed to addressing and mitigating these risks as part of our ongoing efforts in the coming years.

## Our partners

We recognise that some of the challenges we face in identifying and preventing modern slavery in our business and supply chain are complex. Therefore, we partner with external organisations to share best practice, gain access to diverse expertise, and help us make the most meaningful impact possible. We ensure that we are active participants in any initiative that we commit to, and only partner with organisations we know can add value throughout our supply chain and the communities we operate in. We also continue to build and maintain strong relationships with other stakeholders including NGOs, trade unions and government departments.

**THE CENTRE**  
FOR CHILD RIGHTS AND BUSINESS

**MUDEM**  
MÜLTECI DESTEK DERNEĞİ  
REFUGEE SUPPORT ASSOCIATION

**International  
Transport Workers'  
Federation**

**International  
ACCORD**  
for Health and Safety in the  
Textile and Garment Industry

**YANINDAYIZ**

**Ethical  
Trading  
Initiative**

**ethical  
supply chain  
program**  
FOUNDED BY ICTI

**Timby**

**bright  
future**  
Co-operative

**fair**  
WORKING CONDITIONS

**United Nations  
Global Compact**

**Service to People**  
**SAVE**

**Inno**  
Inno Community  
Development Org

**United Work**

**BRC**

**unseen**

**fast  
forward**  
Building sustainable supply chains



# The year ahead

## Actions for FY25/26

**State Imposed Forced Labour (SIFL)** remains the highest risk area in our cotton sourcing. In response, we will introduce a specific **SIFL** clause into our **Code of Conduct** to reinforce expectations and improve accountability across our supply base.



We will expand our factory onboarding **Adverse Media (AME)** screening to lower tiers.



**TVG** is committed to advancing **Phase 2** of the **Green Social Dialogue project**, focusing on strengthening social dialogue and addressing climate change impacts on decent work in our supply chain.



Continue to monitor existing and emerging modern slavery risks and identify collaborative opportunities to mitigate these risks at scale.



Further strengthen our approach to human rights diligence and transition away from a compliance focused programme through expansion of grievance mechanisms and on site trainings.

