

Weird Fish



WEAR THE WEEKEND

MODERN SLAVERY STATEMENT

Introduction

It continues to be a priority for Weird Fish Limited to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain.

Organisation's structure and business

The story begins in 1993. After a bracing and inspiring walk along a coast path in Cornwall, Weird Fish was born with a simple mission: to produce well priced, well made and distinctive clothes that become instant feel-good favourites.

30 years later we are proud to still have the same founding values at our core. The business and product ranges have developed. We have undergone a recent digital transformation with 55% of our revenue generated from online platforms and fully embraced sustainable manufacture and operations. We expect 60% of our products to be made from organic or recycled materials in 2023.

From our head office in Tewkesbury, England we employ and manage over 230 staff across our 28 UK Retail stores and 33 UK concessions sites. We trade online via www.weirdfish.co.uk and have 232 active wholesale stockists in the UK and EU.

Our clothing, accessory and footwear products are sourced from 29 suppliers, which operate from 53 factories across 6 countries. We have 400 active non-product suppliers, including logistics and courier partners, shopfitters, tech suppliers and development companies.

We have a global annual turnover of £39,811,431 which has increased by 11% from the previous year.

Weird Fish Holdings Limited includes the trading company Weird Fish Limited along with an intermediary holding company Weird Fish Clothing Limited and a dormant subsidiary Weird Fish Retail Limited.

Our supply chains

The table below explains the tiers in our supply chain. We have mapped our first tier of suppliers and intend to extend visibility of our second-tier suppliers during 2023.



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	First Tier	Second Tier	Third Tier	Fourth Tier
Description	Factory that supplies direct to Weird Fish.	Supplier of components or processes to First Tier factory.	Supplier of components or processes to Second Tier factory.	Raw materials suppliers.
Processes	Cutting, sewing (including subcontractors), knitting and packing and shipping of Weird Fish products.	Laundry, garment dyers, fabric mills, dyers and printers. Buttons, zips, threads.	Yarn ginning, scouring, bleaching spinning, blending, dyeing.	Cotton, wool, linen farmers, man-made fibre.
Mapping Status	<p>Full visibility.</p> <p>Audits and CAPR reports recorded and are reviewed annually.</p>	<p>Partial visibility with key volume suppliers.</p> <p>Further mapping required 2023-2024.</p>	<p>Limited visibility.</p> <p>Key volume suppliers have ability to map back to source. Remaining suppliers to commence from 2024.</p>	<p>Currently no visibility.</p> <p>Key volume suppliers have ability to map back to source.</p>



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Our First-Tier suppliers are geographically located as the below chart:

Country	Number of Factories	Country	Number of Factories
Bangladesh	8	Indonesia	1
India	20	China	18
Turkey	5	Morocco	1

Our policies on slavery and human trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies and re-issue as part of our supplier manual to our First-Tier suppliers.

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

We understand that the following areas give rise to the highest modern slavery risks within our business here in the UK and our supply chain:

- Workers employed by us in the UK
- The workers employed by our supply chain across all 4 Tiers
- The sourcing of products and production of our clothing in our supply chain

As part of our initiative to identify and mitigate the risk of slavery and human trafficking in our supply chain we undertake and monitor the following processes:

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1. Risk Assessments

- Audit Reports received and reviewed for all Tier One Factories to identify issues including Modern Slavery
- On boarding process for all new suppliers, approved by directors with a business case and supporting documentation

2. Supplier Self-Assessment

All First-Tier suppliers are required to complete and sign our Supplier Self-Assessment Form and are issued with our Weird Fish Supplier Manual, which is required to be signed and returned, which includes the following:

- Anti-bribery and corruption policy
- Anti-discrimination policy
- National child labour laws to be adhered to
- Factory Audit requirements and compliance

3. Third Party Audits

The supplier manual states that we reserve the right to authorise third party auditors to visit factories unannounced. Financial resources have been allocated for this purpose in 2024.

4. Supplier Visits

The global pandemic limited travel to visit and inspect suppliers' operations, however since travelling has resumed post the pandemic 26% of suppliers and 17% of factories have been visited by a Weird Fish limited employee, which represents 42% of all our products made in 2023.

5. Local Agents

We employ trusted local agents within territories to act on our behalf in accordance with our policies to monitor and report factory status and compliance. This gives us better visibility of our production at source and a higher frequency of inspections. 79% of our products made in 2023 were in factories managed by our agents who employ a full time representative in every factory, as well as weekly visits from the garment technicians and quarterly compliance meetings at the agent head offices, which have a designated auditorium for hosting training events.

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. This approach is made clear to all partners in our supply chain and we insist all contractors comply with our values and ethics.



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Whilst we don't have a dedicated compliance team, the involvement from the following departments enables us to identify risk and mitigate accordingly:

- Finance, Legal and compliance
- Buying, Design and Garment Technology
- Sales and Marketing
- Senior Management

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains in our business, we intend to implement further staff training to raise greater awareness within the business. We require our business partners to provide continuous training to their staff and suppliers.

Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Annual Audit reports - SMETA/Amfori BSCI/Intertek
- Follow up CAPR Reports
- Use of Supplier in house Audit Team

We intend on appointing an independent third party, such as Sedex or ETI to conduct an externally facilitated review to bring insights on ways we can better ensure against slavery and human trafficking within our supply chain.

Coming year focus

Our focus for 2023 will be around continued mapping of our supply chain to increase transparency. We have allocated financial resources in 2023 & 2024 to increase the number of unannounced audits within our tier one factories.

We intend to review trade organisations and platforms to increase both transparency and improve capability across territories. The intention is to further train and develop our employees and partners within our supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Weird Fish slavery and human trafficking statement for the financial year ending 2022. It was approved by the board on 20 September 2023.

Signed by:

John Stockton
Chief Executive Officer