



**QUIZ** plc

**Modern Slavery Statement**

**FOR THE FINANCIAL YEAR ENDED 31 MARCH 2018**

## **Modern Slavery Statement** 2018/19

Globally millions of people are working in appalling modern slavery conditions under dysfunctional business structures. Where laws exist they are not always implemented, giving grace to a thriving black economy. As a fast-growing brand, QUIZ is aware of the challenges posed by having a global, fast fashion supply chain and conscious of modern slavery risks, taking place within manufacturing supply chains.

We are committed to ensuring our products are sourced and manufactured responsibly, making sure workers' in our supply chains are not exploited. The responsibility for meeting these expectations are led from the Board, and is integral to our core values being driven through all departments. This is QUIZ Plc's second annual Modern Slavery Statement and has been published in accordance with section 54 of the Modern Slavery Act 2015.

## **Business Structure**

QUIZ is a multi-channel fashion brand, selling apparel, footwear and accessories, targeted mainly at the 16-35-year-old market. The core of QUIZ's operations is conducted in Scotland, United Kingdom with a centralised team in Glasgow. We were founded in 1993 and now employ more than 1,400 people. Globally we have over 300 outlets, consisting of owned stores, concessions, alongside international franchise and wholesale partners. We sell into 23 countries, with a strong presence in the United Kingdom with 71 standalone stores, 147 concessions, 5 online partners and an online platform.

Our QUIZ private label is primarily sourced from 5 countries, key countries being China and the United Kingdom. QUIZ does not own or operate any of its production facilities and are committed in mapping and verifying our Tier 1 facilities, these are sites which cut, make, trim and store, by early 2019. Our operations and logistics are operated by two distribution centres in Scotland, United Kingdom.

## **Risk Assessment**

Building long-term relationships with our suppliers has created a sustainable supply chain, allowing our fast-fashion model to grow. This year QUIZ invested in developing these relations, with the introduction of an ethical compliance department to support our suppliers to make certain two core priorities are reflected throughout the supply chain.

QUIZ's two core priorities:

- Supply Chain Transparency
- Lawful, respectful work environments

We have improved processes allowing transparency and traceability of supply chains to become achievable, and that manageable and clear standards are met and maintained.

After reviewing potential areas of modern slavery risk across our business, the immediate risk areas within our operations would be within the garment manufacturing supply chain and we are currently working with suppliers in the Leicester area to ensure working conditions are appropriate. Over the next year we are committed to developing our policies and investigations to address these risks globally.

## **Ethical Compliance Collaboration**

Britain's Modern Day Slavery Act sets an ambitious agenda for transparency, traceability and governance in supply chains. We recognise that increasing congruence between the different stakeholders is vital to its success.

Recognising collaboration is key in addressing industry wide systemic issues, in 2018 we became a member of the Ethical Trading Initiative (ETI) to improve practices. The ETI is an alliance of companies, trade unions and NGO's that work together to promote the respect of workers' rights around the world.

This strategic partnership will support collaborations with other brands, improving operations for the industry as a whole. We expect our suppliers to follow the QUIZ Ethical Code of Practice, which adheres to the core principles of the Ethical Trade Initiative Base Code. This sets worldwide standards on labour practices, protecting our own workers, as well as those throughout our supply chain.

Through the ETI we have also joined a Leicester working group to address systemic issues in this region alongside other brands who are manufacturing in the area.

## **Supply Chain, Auditing and Remediation**

Our supply chain is currently divided into two separate areas

1. QUIZ branded label
2. Non-branded goods

Suppliers manufacturing Tier 1 processes of QUIZ branded label must be audited annually. In order to reduce audit fatigue QUIZ accepts SMETA, or third-party audits from a limited number of recognised organisations as long as they are independent and uploaded to SEDEX. Audits are not considered as a pass or fail. Areas of non-compliance against the QUIZ Ethical code of practice are remediated with the Ethical Compliance Department. We recognise that some issues can take time to remediate, and recognise continuous improvement. While audits are helpful we recognise they are not enough on their own to address modern slavery risks and relates issues. We will be delivering further training with our global suppliers and factory workers throughout 2019, to drive worker rights throughout our supply chain.

Suppliers for non-branded goods are required to confirm acceptance of QUIZ ethical standards, though we are not currently able to verify if these standards are being upheld. We support their capacity in assisting the agenda for better business, so that others in the sector can follow and benefit workers in their supply chain.

## **Training**

Training on ethical compliance and modern slavery risks is mandatory for all buyers, extending this to QUIZ's warehouse workers. This year 172 employees attended our 'Introduction into Ethical Trade' and 'Know Your Rights', training. This was utilised to gain vital feedback about the business from ground up operations, highlighting areas of improvement. This will be extended to factory workers in our supply chain giving us an opportunity to directly engage and become aware of specific issues.

One-to-one training with global suppliers has commenced which included 26 UK factory visits and remediation support to prepare for audit. QUIZ has one employee and third-party support based in China, who will be working closely with partners and their factories to develop improvement plans based on challenges faced by individual factories.

## **Policies and compliance**

We are in the process of improving our governance policies and developing our human rights due diligence. In 2018-2019 we will be developing policies in relations to Human Rights impacts, slavery and human trafficking, whistleblowing, anti-bribery, sub-contracting, child labour, migrant workers, and homeworkers.

### **Ethical Compliance Commitments 2018-2019**

- Collaborate with industry peers through the Leicester working group supporting collective change on worker representation
- Utilise ETI as our strategic partner to guide us in current best practices, keeping informed of current global legislation and risks
- Enhancing product traceability, to accurately identify locations where workers are engaged in our supply chain
- Develop further policies in relation to human rights impacts and production processes
- Further training to all global suppliers on modern slavery issues, worker and human rights
- Ensure all Tier 1 factories have been audited annually
- Increase the number of ethical compliance team members
- Formation of a steering committee with representatives from across the business voicing concerns and agreeing best strategies for implementation

QUIZ believes that business can be a force for good, and that we have a unique opportunity to change how products are made, leading to a positive social impact. QUIZ suppliers must comply with this practice to ensure their workforces, working conditions, management and production processes are not just legally compliant but are also fair, responsible and sustainable. We are committed to preventing and addressing modern slavery, recognising that senior leadership is critical and that oversight of ethical compliance is led at board level.

This statement has been approved by the QUIZ plc Board and is signed on their behalf by

**Sheraz Ramzan**

Chief Commercial Officer

**Gerard Sweeney**

Chief Financial Officer

28 September 2018