

long tall sally

LONG TALL SALLY

Slavery and Human Trafficking Statement [Financial year 2016 / 2017]

This statement is made in compliance to Section 54 of the Modern Slavery Act 2015 and is LONG TALL SALLYs slavery and human trafficking statement for the financial year 2016/2017.

1. INTRODUCTION

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as forced and compulsory labour. We understand that modern slavery is a global issue and recognise the responsibilities we have at LONG TALL SALLY, along with its suppliers, to operate in an ethical manner. For us at LONG TALL SALLY, taking responsibility means compliance with social standards and fair treatment of partners and suppliers.

2. LONG TALL SALLY's CORPORATE STRUCTURE

LONG TALL SALLY is a global successful, multichannel Apparel and Footwear company for tall women 5'8" and over, dedicated to making tall women look and, feel fabulous. We have 305 employees, located around the world. LONG TALL SALLY belongs to the TRISMO/TriStyle Group . In 2016, Long Tall Sally had an annual turnover of around 45 Million.

We established a department for ethical procedures at LONG TALL SALLY in 2009 and, since joining with the TRISMO/ TriStyle in 2016, LONG TALL SALLY have been members of the amfori Business Social Compliance Initiative (amfori BSCI).

Our Supply Chain: As a mail order company offering private brands and own brands suppliers worldwide. We do not own any production sites, but work with long – term, trusted suppliers. We work with European importers with factories in Europe, Asia, Turkey. Before working with any brand, they must agree to follow our social compliance principles and a declaration is signed.

The cooperation with our suppliers and partners in the supply chain is very important to us as well as their working conditions. Our employees from buying, design and quality departments, including the managing director of buying visit the production sites regularly.

3. POLICIES

LONG TALL SALLY has Service level agreements (SLA) with its suppliers in order to comply with the Modern Slavery Act 2015. The SLAs also include the request to comply with the LONG TALL SALLY code of conduct (<https://www.longtallsally.com/sourcing-principles>) as well as the acknowledgement of the importance of human rights. Our supplier appraisal process has been updated to consider the commitment and actions of our suppliers to comply with the Modern Slavery Act 2015.

In addition, TriStyle is a member of amfori (former Foreign Trade Association), a leading global business association for open and sustainable trade. Since 2016 our organisation has been a participant of the amfori (former Foreign Trade Association) Business Social Compliance Initiative (amfori BSCI), and signed the amfori BSCI principles and policies, see: <https://www.amfori.org/> .

Therefore, LONG TALL SALLY does not tolerate any form of slavery, servitude, forced, compulsory labour and human trafficking and commits strongly to the early detection, monitoring and remediation of such issues in its supply chains.

The amfori Business Social Compliance Initiative (BSCI) is a leading supply chain management system that supports companies to drive social compliance and improvements within the factories in their global supply chains. Amfori BSCI implements the principle international labour standards protecting workers' rights. Training courses are provided through our amfori BSCI membership.

4. DUE DILIGENCE IN OUR OWN BUSINESS AND SUPPLY CHAIN

Amfori BSCI and SMETA audits: LONG TALL SALLY works with long trusted suppliers who are amfori BSCI or SMETA audited and follow as well the LONG TALL SALLY code of conduct:

<https://www.longtallsally.com/sourcing-principles>

Due diligence to us means: Maintaining and improving the social standards in our supply chain. We feel strongly that this is a fundamental element of our ethical principles and corporate strategy. This also goes hand in hand with our conviction that maintaining social standards is closely linked to the high quality of our products.

LONG TALL SALLY uses the amfori BSCI risk classification as a tool to perform the risk assessment of its supply chain. It is our goal to have all production sites in risk countries audited in accordance with the amfori BSCI Code of Conduct, as well as to enable improvements in their performance and monitor the implementation

Grievance mechanism and workers involvement: Being an amfori BSCI participant, any third party, especially also employees of the suppliers can lodge a grievance through the amfori grievance mechanism at grievance@amfori.org

This statement was approved by the management board of LONG TALL SALLY



Andrew Shapin

CEO of LONG TALL SALLY

11th December 2018