

Modern Slavery Act 2015 – Statement

Introduction

This statement is made in line with our obligations under the UK's Modern Slavery Act 2015. These obligations comprise releasing a statement, signed by a director, which details the steps Brevitt Rieker Ltd and the Rieker Group are undertaking to ensure slavery and human trafficking are not taking place in our supply chains or in any part of our business. This statement should be read in conjunction with the "Code of Conduct" to which the Rieker Group has already signed up to and that is currently published on our web site. This "Code of Conduct" has been adopted by all members of the Federal Association of the German Footwear and Leather Goods Industry and sets out to give best practice guide to all who have signed up to it.

Background

Brevitt Rieker Ltd is a Footwear Brand with headquarters in Market Harborough, UK. Brevitt Rieker Ltd is part of the Rieker Holding AG Group, which has subsidiaries around the World. Brevitt Rieker Ltd is a wholesaler and retailer of the Rieker and Remonte brands within the UK and Ireland.

Our Business and Supply Chain

The Group owns and operates its own factories in Vietnam, Slovakia, Tunisia, Morocco and Rumania. Generally, our Footwear is manufactured in these factories from components sourced from third parties. The fact that our goods are manufactured in our own factories under our control is a key element in the Company's strategy to ensure such slavery and trafficking do not exist within the Rieker Group itself.

Rieker also has built up strong relationships of many year in the supply chain for its raw materials, this allows us to understand the issues facing our suppliers, and this creates an environment of trust and transparency. Members of the Rieker buying or technical team visit our suppliers and factories regularly in order to maintain these relationships and as such has a detailed and ongoing knowledge of its supply chain.

Treatment of Rieker Employees

We ensure all employees who work for the Group across the world benefit from the minimum law protections conferred by the applicable law of the jurisdiction in which they reside.

We can confirm that employment of staff abides by the following principles

1. Employment is freely chosen: forced, bonded, or trafficked labour are zero tolerance issues;
2. No harsh or inhumane treatment is allowed, physical or verbal harassment and intimidation are zero tolerance issues
3. Wages and benefits meet or exceed national legal minimum wage and all applicable laws and regulations. Illegal deductions from wages shall not be permitted and workers are paid at regular intervals, the maximum being monthly.
4. Working hours are not excessive and must comply with National laws, benchmark industry standards, or relevant international standards.

Summary

As a business Brevitt Rieker Ltd and the Rieker Group overall is committed to addressing and minimising the risk of modern slavery and human trafficking within our business and supply chain. We will continue to review our policies and processes throughout the financial year. The Rieker Buying and Technical teams will continue to visit our primary suppliers and factories to further our working relationship and involvement within our supply base. A review of all relevant policies such as recruitment, grievance procedures and whistleblowing have been made to ensure all are sufficient and in place. Our current code of conduct has been reviewed to ensure it remains applicable and relevant to the organisation.

This statement was approved by the Board on 02/06/2017