HUSH

Modern Slavery Act Statement 2025-2026

CONTENTS

01 Introduction

02 Structure, business and supply chains

03 Our policies

04 Due diligence

05 Risk assessment

06 Training and capacity building

07 Effectiveness of our approach



INTRODUCTION

Hush is committed to producing high-quality, long-lasting products in a way that protects the safety, dignity and rights of every person who works in our business and supply chain.

This Modern Slavery Statement — our eighth — covers the financial year ending March 2026. It has been prepared to meet the requirements of Section 54 of the UK Modern Slavery Act 2015 and sets out the actions we have taken, and will continue to take, to prevent modern slavery. We currently have no additional global reporting obligations.

Modern slavery, which includes forced labour, child labour and human trafficking, continues to present a significant global challenge. According to the International Labour Organization, 27.6 million people were living in forced labour in 2021. We will not tolerate modern slavery in any part of our operations or supply chain. In line with the UN Guiding Principles on Business and Human Rights, we recognise our responsibility as a company to respect and help remedy the human rights of all individuals working on our behalf.

STRUCTURE, BUSINESS AND SUPPLY CHAINS

ABOUT HUSH

Established in 2003 by our Founder, Mandy Watkins, Hush is an online fashion and lifestyle brand that offers women's clothing, footwear and accessories. Our products are available for purchase through our website (hush-uk.com) and through Next, M&S, Morleys, Fenwick and John Lewis & Partners' websites. We also sell through our newly opened Hush store in Portsmouth, UK and John Lewis, Morleys and Fenwick concessions. Our team consists of 154 employees, with 122 based at our head office in Clapham, London, 8 in our Portsmouth Hush store and 22 working across various John Lewis, Morley's and Fenwick concessions in the UK. We occasionally engage freelancers and contractors. Additionally, we utilise the services of a third-party managed warehouse based in the UK.

Hush is a private limited company registered in England and Wales under registration number 3480753. True Capital holds a 72% stake in our business, making it the majority owner, while the remaining shares are held by founders Mandy Watkins and Rupert Youngman, along with other senior Hush executives, both current and former.

We have been a B Corp company since 2024, connecting us with a global community of businesses committed to doing better for people and the planet. We're thrilled to have received our B Corp certification with a score of 85.0 (the pass mark is 80), through assessments of our governance, workers, community, environment and customers.



KEY BUSINESS FIGURES*

Established 2003

84 countries sold into

1 UK based office

1 Third-party managed
1 Third-party managed UK based warehouse

154 employees with 122 based in head office, 8 in our UK store and 24 across John Lewis, Morley's and Fenwick concessions

*All figures accurate as of 31st March 2025

OUR STOCK SUPPLY CHAIN

We divide our suppliers into three categories: stock, non-stock and third-party branded suppliers.

SUPPLY CHAIN TIERS

Tier	Process
Tier 1	Main Production Site
Tier 2	Primary Process Subcontractor E.g. stitching, cutting, packing
Tier 3	Secondary Process Subcontractor E.g. embroidery, embellishment, laundry
Tier 4	Fabric and Components E.g. fabric mills, trims
Tier 5	Raw materials
Non-Stock Suppliers	Goods and services that support our business operations
Third-Party Branded Suppliers	Other third-party branded products sold through our website

KEY SUPPLY CHAIN FIGURES*



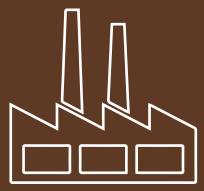
7

Tier 1 manufacturing countries



94%

of Hush production takes place in the following 3 countries China, India, Turkey



41

Tier 1 manufacturing sites



2

third-party brands sold through our website

*All figures accurate as of 31st March 2025

TIER ONE FACTORY LOCATIONS AND % OF HUSH PRODUCTION



STOCK SUPPLIERS

We have 41 Tier 1 approved factories (defined as our main manufacturing sites) in China, India, Portugal, Romania, Spain, Tunisia and Turkey. We are in the process of mapping Tier 2 suppliers and commit to completing this process by the end of the year.

We conduct regular checks to track the sites used for manufacturing our products, which include requiring new suppliers to identify all units involved in production before we place orders, mandating suppliers to provide Tier 1 factory information, confirming site usage with suppliers every six months, and asking for evidence of site production information during site assessments in our existing supplier programme.





NON-STOCK SUPPLIERS

We source a range of goods not for resale (GNFR) and services to support our business operations. These include printing, packaging, labelling, office cleaning, recruitment, warehousing, transport and shipping. Our non-stock suppliers are contractually required to comply with Hush's supply chain policies described below. However, they are considered lower risk than our stock suppliers and are therefore not currently part of our wider due diligence programme.

THIRD-PARTY BRANDED SUPPLIERS

Most of our products are sold under our own brand, but we also offer a small number of third-party brands on our website – a total of two as of the end of the last financial year. These brands are also contractually required to comply with our supply chain policies. We have developed a self-assessment questionnaire to help us understand third-party brands' current sustainability performance and where they might need support.



OUR POLICIES



MODERN SLAVERY GOVERNANCE

Hush's human rights, ethical trade and modern slavery prevention programmes are overseen at the highest level by our CEO, and are implemented by our legal, human resources (HR) and product teams. We also have a Sustainability Committee in place.

MODERN SLAVERY GOVERNANCE STRUCTURE

CEO- overall responsibility for championing human rights and preventing modern slavery

Sustainability Committee - comprising an SLT Sponsor and individuals representing various functions across the business who meet to raise awareness of and act upon emerging sustainability issues and legislation.

Legal, human resources and product teams – responsible for developing and implementing modern slavery related policies and procedures, protecting employee and supply chain worker rights, conducting supplier reviews.

BUSINESS POLICIES

We have policies and procedures in place to protect our employees throughout the recruitment processes and during their time with us. Our Employee Handbook contains the following policies relevant to employee rights:

- Anti-Corruption & Bribery Policy
- Anti-Harassment and Bullying Policy
- Anti-Slavery & Human Trafficking Prevention Policy
- Code of Ethics Values Statement
- Corporate Social Responsibility Policy
- Disciplinary Procedure
- Equal Opportunities Policy
- Grievance Procedure
- Health & Safety Policy
- Whistleblowing Policy
- Human Rights Policy (to be introduced in 2025-2026

All employees have access to the Employee Handbook on our internal HR portal.



SUPPLY CHAIN POLICIES

We develop our supply chain policies in partnership with an external human rights expert, and we conduct regular reviews to ensure they reflect current best practices.

These policies encompass all suppliers—whether they provide stock or non-stock items—as well as third-party brands, recruitment agents, labour providers, homeworkers, intermediaries, and subcontractors. The table below provides details about our supply chain policies, codes and statements.

SUPPLY CHAIN POLICIES

Policy, Code or Statement	Description
Supplier Code of Conduct	This code sets out our supplier expectations to ensure safe and fair working environments and practices within our supply chain. It is based on the ETI Base Code, an internationally recognised code of labour practice, founded on the conventions of the International Labour Organisation (ILO).
Child Labour & Young Worker Policy	This policy sets out our requirements for ensuring children are not working within our supply chains, that young workers are adequately protected at work and remediation guidelines if child labour or young worker hazardous work is identified. It is based on the UN Convention on the Rights of the Child, the ILO Conventions, the UN Guiding Principles on Human Rights and the Children's Rights and Business Principles.
Supply Chain Whistleblowing Policy	This policy supports suppliers to establish proper worker dialogue channels that are accessible, safe and understandable to enable workers to raise concerns or disclose information confidentially.
Cotton Sourcing Statement	This statement sets out our reasons for prohibiting cotton sourced from Uzbekistan, Turkmenistan and XUAR region in China owing to ongoing concerns about child and/or forced labour.
XUAR Statement	This statement sets out our requirements for our suppliers to ensure forced labour and human trafficking of Uyghur and other Turkic and Muslim-majority people is not taking place in our Chinese supply chain.
Supplier Terms	These terms set out a framework governing how business should be conducted between Hush and our suppliers. It contains contractually-binding agreements relating to production as well as our sustainability, anti-slavery & human trafficking and sub-contracting standards.
Migrant and Agency Worker Policy	DRAFT:This policy describes our requirements for suppliers and agencies to ensure migrant and agency workers are protected in the workplace, including a worker checklist for them to action prior to, during and after employment. It is based on the Universal Declaration of Human Rights, the UN Guiding Principles on Human Rights, the International Convention on the Protection of the Rights of all Migrant Workers and Members of their Families, the Dhaka Principles for Migration with Dignity and the Responsible Recruitment Toolkit.
Supply Chain Homeworking Policy	DRAFT: This policy communicates our stance on homeworking in our supply chain and our commitment to work with suppliers to assess and improve conditions where homeworking occurs. It also contains our requirements for suppliers and intermediaries to put in place systems to protect homeworkers.
Responsible Exit Guidelines (internal only)	DRAFT: These guidelines set out the steps our internal teams and suppliers can take to minimise the impact of exiting a site on workers.



SUPPLY CHAIN POLICIES (Cont..)

Our new Migrant and Agency Worker and Supply Chain Homeworking policies are still in the draft phase. We hope to have these ready for deployment in the near future, along with internal guidelines, currently under development, on how to exit a supplier responsibly should the need arise. We commit to publishing external facing policies on our website during the next financial year.

Most of the documents above can be found in our Supplier Sustainability Standards. As part of the onboarding process, suppliers must review and sign a declaration that confirms their commitment to these Standards. In the Due Diligence section that follows, we detail our approach to monitoring compliance and the measures we take if suppliers fall short of our requirements.

GRIEVANCE AND WHISTLEBLOWING MECHANISMS

Our employees have two ways to report concerns:

- They can raise concerns through Hush's Grievance Procedure.
- They can report more serious issues using Hush's Whistleblowing Policy.

We encourage everyone within the business to raise concerns in good faith through this safe channel without fear of retribution. We will investigate all reports fairly and confidentially and provide remediation when required. We will also provide feedback to whistleblowers on the progress and outcome of their concerns. We have a dedicated whistleblowing email address.

We also have a Supply Chain Whistleblowing Policy to help suppliers create safe and accessible channels for workers to raise concerns.



DUE DILIGENCE



Our goal is to build stable, lasting relationships with suppliers who align with our values. We seek to influence and support them over time in improving their product quality and sustainability standards.

NEW SUPPLIERS AND FACTORIES

We use our stock new supplier and factory onboarding process to assess new sites for their ability to meet Hush's sustainability and technical standards.

Here is an overview of our process:

NEW SUPPLIERS/FACTORY ONBOARDING PROCESS

1.
The Product team identifies a new supplier/factory and sends out our new supplier form which is designed to gather information about the supplier's human rights and environmental performance.

2.
The supplier completes the new supplier form and provides an ethical trade audit for each proposed Tier 1 site.

3.
The Technical team reviews and grades the audit. If the site meets Hush's sustainability requirements, it is approved. If the site falls short, the supplier is asked to address the issues, and support is provided if necessary. A pre-assessment visit may be conducted if greater visibility on the site's working conditions is necessary. If the site is unable or unwilling to improve, it will not be approved.

EXISTING SUPPLIERS

We have an ethical assessment programme in place for our Tier 1 stock suppliers. As part of our supplier approval process, all prospective suppliers are required to provide a recent third-party ethical audit for review before production can commence. These audits form a key part of our due diligence process and help us assess labour standards, working conditions and potential areas of risk within our supply chain.

Once a site has successfully completed our onboarding process and begins producing Hush orders, we continue to review ethical performance through audit findings and engagement with suppliers. Where appropriate, we may undertake site visits or factory reviews to gain a better understanding of working conditions, discuss any areas of concern and support improvement activities.

We are continuing to develop and strengthen our ethical assessment programme for Tier 1 stock suppliers, with a focus on continuous improvement.

Our future action plan will focus on expanding supplier coverage, strengthening risk-based assessments, improving visibility of supplier performance and ensuring effective remediation where issues are identified. Findings from supplier audits, reviews and engagement activities are used to identify areas for improvement, agree corrective actions and monitor progress.





MODERN SLAVERY INDICATORS

We monitor modern slavery indicators through our supplier due diligence activities. In the event that indicators are identified, we undertake a thorough investigation and work with suppliers to implement an appropriate remediation plan that serves the best interests of workers. To date, we have not identified any instances of modern slavery through our investigations.

We expect factories to continually improve over time. If serious repeated violations occur, and the site is unwilling to make improvements, Hush reserves the right to terminate all business with the supplier. We have internal responsible disengagement guidelines in place to ensure that we exit sites in a way that minimises the negative consequences for workers.

RISK ASSESSMENT



SUPPLY CHAIN

Our risk assessments activities include assessments and site visits, supplier self-assessment questionnaires and grievance mechanisms reports. We consider the following risk factors: product and service type, geographical location, worker type, including vulnerable worker groups, high-risk labour practices, such as excessive working hours, and the likelihood of involvement of recruitment and labour agencies and intermediaries. Our risk assessments have determined that our stock supply chain contains the greatest risk of modern slavery, so this is where we have been focusing our efforts through our ethical trade programme.

VULNERABLE WORKERS

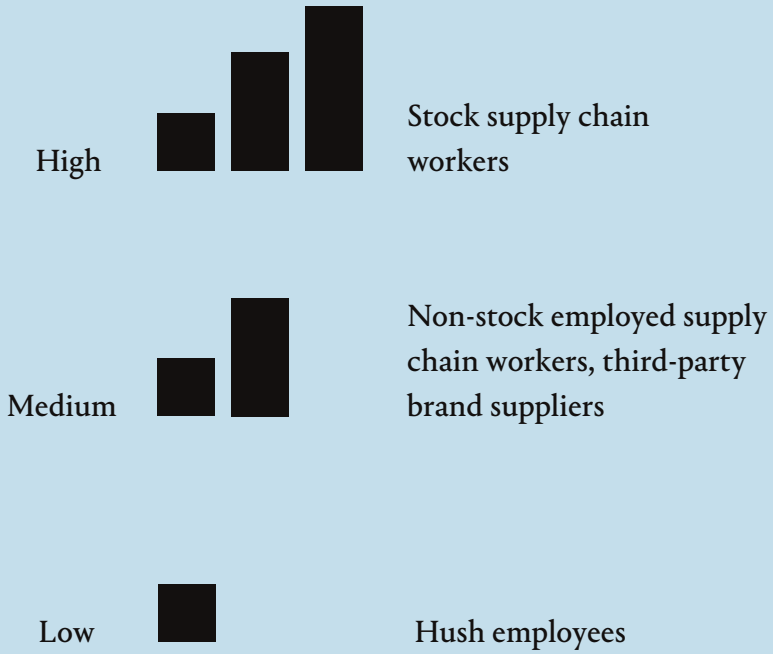
In order to protect vulnerable workers in our supply chain, such as Uyghur and other Turkic and Muslim-majority people, migrant and agency workers and homeworkers, we conduct worker mapping, ask questions about these worker groups during our assessments and have created policies aimed at enhancing protection for these workers.



OPERATIONS

Within our own business, we believe the risk of modern slavery is low; all of Hush's employees are employed directly by us, with 91.8% of our employee base on permanent contracts.

MODERN SLAVERY RISKS WITHIN OUR BUSINESS AND SUPPLY CHAIN



TRAINING AND CAPACITY BUILDING



EMPLOYEE TRAINING

All employees are required to complete our “Tackling Modern Slavery Together” within the first 100 days of their employment commencing and participate in a refresher course annually. The e-learning programme consists of eight sections that cover topics such as understanding modern slavery, its various forms within the fashion industry and how to spot warning signs and report any concerns.

In addition to this, new employees also receive more general training on Hush’s sustainability programme during their induction process.

SUPPLY CHAIN CAPACITY BUILDING

Following the completion of our supply chain consolidation programme in March 2025, we have shifted our focus to building long-term strategic partnerships with suppliers and driving continuous improvement in responsible business practices. Throughout 2026, we further strengthened and streamlined our supplier base by concentrating production with trusted partners. We have committed to visiting all of our top 10 suppliers by the end of the year to review ways of working, build capability, and identify opportunities to strengthen human rights performance and further mitigate modern slavery risks across our supply chain.

EFFECTIVENESS OF OUR APPROACH

EFFECTIVENESS OF OUR APPROACH

We have not found any instances of modern slavery in our business or supply chains during our due diligence and risk assessment procedures. Additionally, we have not received any reports of modern slavery through our grievance mechanisms.



PROGRESS AND FUTURE COMMITMENTS

Below is an update on last year's progress and new commitments for the upcoming year.

PROGRESS AND COMMITMENTS

Statement Section	2025-2026 Commitments/Notes	Progress	2025-2026 Commitments
Structure, business & supply chains – certification	Map Tier 2 sites	In progress	By the end of Q3, map all Tier 2 sites and factories by supplier and log relevant audit reports
Policies	Publish external facing policies on Hush's website	In progress	To be completed in 26/27
Due diligence	Ensure 100% of our tier 1 factories are assessed by us or a reputable third-party provider	Ongoing	Continue ensuring that 100% of our Tier 1 existing and new factories have valid third-party provider audits.
Due diligence	New	New	Publish our factory list on our website
Due diligence	Undertake assessment of our warehouse at least every 2 years.	Ongoing	Next assessment due 26-27 FY
Training & capacity building	Collaborate with other brands to address supply chain issues collectively	Ongoing	Ongoing
Training & capacity building	Continue to provide training on modern slavery prevention to all employees	Ongoing	Ongoing

Signed:

Sarah Miles, Chief Executive Officer, on behalf of the board of directors,
September 2026

