



## MODERN SLAVERY & HUMAN RIGHTS ISSUES

### 1. STRUCTURE, BUSINESS AND SUPPLY CHAIN

Schoolblazer are the largest supplier to independent schools in the UK, with a growing presence across Europe and the wider world. We operate under two brands: Schoolblazer for uniform and Limitless for sports and leisure wear.

We are committed to being good global citizens. We believe that responsible companies are a force for good in the world and that transparency is a critical part of this. In that spirit, we have published our annual statement for slavery and human trafficking, made in compliance with section 54 of the Modern Slavery Act 2015, in which we explain how slavery, human rights risks and human trafficking can affect our business and the steps we are taking in the fight against it.

This statement is intended to fulfil the legal requirement for a slavery and human trafficking statement. Our efforts against slavery and human trafficking complement our broader "We Care" initiative and our membership of the Ethical Trading Initiative.

Schoolblazer is headquartered in Oundle, Northamptonshire and sells its products to schools in the UK and across Europe and the wider world. We serve parents in over 70 countries via our websites, [www.schoolblazer.com](http://www.schoolblazer.com), [www.limitlessbra.com](http://www.limitlessbra.com), [www.umbroschools.com](http://www.umbroschools.com) and [www.limitlesskit.com](http://www.limitlesskit.com). We work very closely with 12 factories who account for over 90% of our product. These are based in the UK (3), Indonesia (4) and Sri Lanka (3), China (1) and Lithuania (1)

Schoolblazer employ over 60 people in the UK at our offices in Oundle and our warehouse in Mansfield. We also have agents working on our behalf in Indonesia and Sri Lanka to oversee our production.

We have a clear ethical trading policy which can be seen at <https://www.schoolblazer.info/wecare/>. This outlines the requirements of all of our suppliers to sign-up to our code of conduct. For suppliers of goods under our own Schoolblazer or Limitless brands we also undertake annual inspections and audits. Schoolblazer are fully committed to respecting labour rights in our supply chain activities in line with the Ethical Trading Initiative Base Code

Building on our commitment to the Ethical Trading Initiative, we have embraced the requirement to publish an annual slavery, human rights risks and human trafficking statement. This will allow us to share our efforts against slavery and human trafficking and improve and measure our success each financial year. This past financial year ending 30 September 2025, we took the following key steps to ensure slavery, human rights risks and human trafficking did not occur within our organisation or supply chain.

### 2. SLAVERY AND HUMAN TRAFFICKING POLICIES

We have a very clear Supplier Code of Conduct which can be found in our Ethical Trading

Policy. It clearly states that employment is freely chosen.

Separately, as part of our membership of the Ethical Trading Initiative we have set ourselves clear objectives around the following themes:

- Relationships: Strengthening our supplier engagement process
- Feedback: Establishing grievance mechanisms and channels for individual worker feedback
- Knowledge: Improving our knowledge base by collecting relevant data and improving product traceability
- Third party engagement: Building strategic alliances with independent social auditors, unions and NGOs
- Measurable change: Developing verifiable KPIs to measure progress
- Supplier collaboration: Encouraging suppliers to collaborate to address slavery and human trafficking issues
- Accountability: Establishing a framework for organisation accountability to allow for raising issues, making suggestions, voicing grievances and reporting slavery and human trafficking

### 3. DUE DILIGENCE PROCEDURES

We understand that our biggest exposure to Modern Slavery is in our product supply chains, where we have undertaken activity over the last decade to minimise the risk of Modern Slavery. Within these areas, new suppliers and factories/sites are subject to due diligence checks in the form of ethical/compliance audits. Such audits are also regularly conducted for existing suppliers and factories/sites. These audits assess compliance with the Global Sourcing Principles and are, amongst other things, intended to identify any Modern Slavery practices. If issues are identified, appropriate investigative and remedial actions will be taken.

### 4. IDENTIFYING, ASSESSING AND MANAGING RISK

Our global supply chains are complex and workers can be exploited through forced labour, long working hours and lack of worker rights. Some groups such as migrant workers, temporary workers and women and children are more at risk of modern slavery.

We conduct risk assessments based on third party audits and from regular visits by senior managers and by our team members based locally.

We believe that the highest salient risks are in the supply chains from our factories in Indonesia and Sri Lanka in the production of our cotton and in container shipping.

To mitigate these potential risks we joined the Better Cotton Initiative, with the clear objective that the majority of cotton should be from these sources.

We have also taken steps to ensure the traceability of the cotton used in our supply chains to ensure that it is not sourced from areas where modern slavery is known to be prevalent such as Uzbekistan, Turkmenistan and some areas of China. Our cotton is sourced from Australia, USA, and China.

All shipping companies we employ for exporting fabric from the UK and for importing garments from Indonesia, Sri Lanka and China are committed to Human Rights best practice and publish clear slavery statements.

Tim James

Chairman

22nd January 2026

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[www.schoolblazer.com](http://www.schoolblazer.com) | [www.limitlesskit.com](http://www.limitlesskit.com)

Schoolblazer Ltd. | Nene House | Nene Valley Business Park | Oundle | Northamptonshire | PE8 4HN  
Registration Number: 5006406 England

**schoolblazer**

## SCHEDULE 1 – KEY IDENTIFIED RISKS

WE ASSESS RISKS IN OUR SUPPLY CHAIN BASED ON LIKELIHOOD, AFFECT ON WORKERS, LOCATION AND PRODUCT/FABRIC TYPE

	<b>Risk 1</b>	<b>Risk 2</b>	<b>Risk 3</b>	<b>Risk 4</b>
<b>Risks to workers</b>	<b>Forced labour in cotton production</b>	<b>Excessive working hours</b>	<b>Gender based abuse</b>	<b>Modern slavery in the shipping industry</b>
Workers affected	Migrant workers in the cotton supply chain	All workers	All workers	Shipping workers
Risk Likelihood / 5	3	3	4	3
Risk Impact / 5	5	4	4	5
Total Risk Saliency / 25	15	12	16	15
Products at risk	Cotton products sourced from Indonesia (Dan Liris factory) and Sri Lanka (Elegant factory)	All	All	All overseas products
Locations of Risk	Xinxiang, Uzbekistan and Turkmenistan	Sri Lanka, Indonesia, China	Sri Lanka (in particular)	Indonesia, China, Sri Lanka
Parts of the supply chain at risk	Cotton supply chain, supplying our Sri Lanka and Indonesian factories in particular but affecting other factories in the UK in particular	Garment factories	Garment factories	Container shipping
Nature of Risk	There is widespread abuse of migrant workers in the production of cotton. We recognise that these are difficult to manage as they are upstream of our tier 1, 2 and 3 suppliers. However we recognise the risk and have taken active steps to mitigate	Late orders put pressure on factories, who then require their workers to work additional hours to fulfil.	Sri Lanka has a particular and well recognised problem with male managers abusing female workers. We have zero tolerance of this.	We have been alerted to the risk of modern slavery in shipping.
Mitigating Actions	To mitigate these potential risks we joined the Better Cotton Initiative, with the clear objective that the majority of cotton should be from these sources. As at 2024 71% of our cotton is BCI with a target of 80% by end of 2025. This gives us full traceability of our cotton supply chain. The remaining cotton product, whilst not BCI are fully aware of the issue and have committed to move to BCI cotton by 2027 and in the meantime to not source from countries at risk, specifically Uzbekistan, Turkmenistan and Xinxiang in China.	We have worked with all of our factories to ensure clear books and open production planning. This allows us to avoid late panic orders. Where we do have orders, during the summer with significant time pressures, we have booked and planned production in advance, so although we do not know the products to be ordered in advance, we have agreed the volumes and times required.	To mitigate these risks we ensure that we work only with factories that have some female managers. Our own in-country manager, Samanmali is female and has been trained in the issue and primed to ask and be alert to potential issues.	We ensure that all of the shipping lines we use to ship containers from Indonesia, China and Sri Lanka have clear modern slavery statements and are committed to eliminating this abuse.