

EQUIP

OUTDOOR TECHNOLOGIES UK LTD

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**Human Rights
Due Diligence Policy**

Human Rights Due Diligence Policy

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1 Introduction

At Equip Outdoor Technologies (Equip), we are committed to supporting garment workers’ rights to safe, dignified and properly paid employment, and making garment production fair for everyone.

This commitment is externally communicated in Equip’s [Responsible Business Conduct \(RBC\) Policy](#), which establishes what our stakeholders can expect from Equip.

Our Human Rights Due Diligence Policy integrates the commitments established in the Equip’s RBC Policy into our daily business practices. Primarily by providing procedures for assessing risks when selecting new manufacturing partners, monitoring our existing partners’ risks and mitigation efforts, and minimising the impact when exiting business relationships.

The policy primarily focuses on tier one of our supply chain, where our products are assembled. Section 6 highlights additional steps taken to address other tiers of the supply chain.

The Policy is written in compliance with the [OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#), the UN Guiding Principles on Business and Human Rights (UNGPs), and further guidance from the Fair Wear Foundation with adherence to the Code of labour practices issued by Fair Wear.

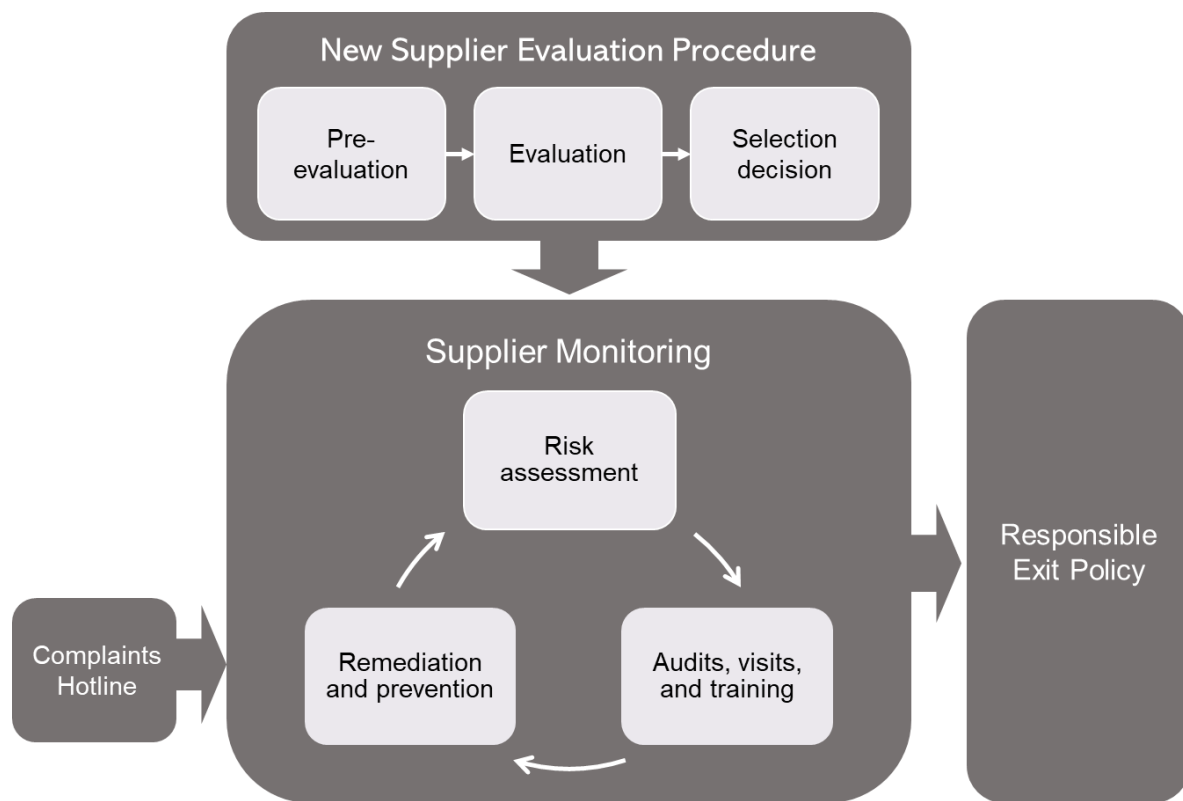


Figure 1.1 Visual summary of Equip’s Due Diligence procedures

2 New supplier selection procedure

2.1 Pre-evaluation

Identifying and visiting prospective manufacturing partners

As a business that designs technical outdoor apparel and equipment, Equip continues to seek tier-one manufacturing partners that enable the continued innovation and enhanced technical specifications of their products. All manufacturing sites must comply with Equip's social and environmental requirements.

Equip's Executive Chair and Owner, supported by the Quality Control team based in Vietnam and China, visits the vast majority of manufacturing partners under consideration. During the visit, they will assess the manufacturing site's suitability and technical ability. This is also the opportunity to verbally communicate that, as a member of Fair Wear, Equip requires all manufacturing partners to abide by Fair Wear's Code of Labour Practices.

After the initial visit, the Executive Chair and the Quality Control team make a decision based on this initial assessment. If successful at this stage, the prospective partner passes on to the next step. If unsuccessful, the prospective partner is rejected from the process.

Communicating Equip's labour rights requirements

Equip's CSR team makes contact with manufacturing partners who pass the initial screening. At this point, the CSR team clearly outline Equip's social and environmental minimum standards, including Equip's membership of Fair Wear. The prospective partner is requested to complete a pre-evaluation survey.

The pre-evaluation survey collects the information needed to evaluate a prospective partner's labour standards and conduct a country and supplier-based risk assessment. This includes basic company information and a request for the partner to provide either an amfori BSCI or a Fair Wear audit report.

The survey includes questions to identify risks inherent in the industry, and specific risks depending on the supplier's country of manufacture.

If the partner can provide a relevant and current audit report, they do not need to answer additional questions. If they cannot provide a suitable audit report, they must answer additional questions relating to their compliance with the specific Fair Wear's Code of Labour Practices.

2.2 Evaluation

The process of evaluating new manufacturing partners involves Equip's buying team, production team, technical team, and corporate social responsibility (CSR) team. The ultimate decision is made by Equip's Executive Chair and Owner based upon the evidence collected in this evaluation stage. Each team has a separate role to play in assessing if the prospective manufacturing partner meets Equip's required standards.

New supplier risk assessment

Using the information provided by the supplier through the pre-evaluation survey, Equip's CSR team is responsible for conducting a risk assessment of the supplier, sourcing country, and the specific product to be manufactured. The prospective supplier cannot proceed past this step unless they have correctly completed the pre-evaluation survey and provided relevant documents to Equip.

In instances where manufacturing is planned in a new sourcing country, Equip undertakes a heightened due diligence assessment to identify potential impacts and any known human rights abuses associated with that country. Subsequently, an estimate of costs and resources required for sourcing from the country such as audits and onboarding trainings is provided. This undergoes evaluation before further action is taken.

This procedure for new suppliers is the same as the risk assessment completed periodically for all suppliers (see Section 4). It addresses country risk, sector risk, product risk, and factory risk, identifying potential and actual harms.

This risk assessment involves reviewing audit reports provided by the prospective supplier. The supplier must provide an updated corrective action plan (CAP) or other evidence of progress made to address audit findings. If the CSR team is not satisfied with the partner's progress or attitude to delivering the improvements, the prospective partner will be rejected from the selection process.

Based on the risk assessment and additional evidence of mitigation provided by the supplier, the CSR team will share a summary of their evaluation the teams involved in the selection process. This outlines if the CSR team recommends proceeding with the supplier or not and a summary of the priority risks to be considered.

Quality and cost review

In parallel with the new supplier risk assessment, the prospective supplier will be commissioned to manufacture production samples. The samples are evaluated by the technical team to assess if they meet our high technical standards. The technical team will ask the partner questions about their production processes, capabilities, and capacities or request further samples.

The prospective supplier must also provide costs for these samples to be reviewed by the technical, production, and buying teams. This includes both the labour and CMT cost per style.

If the technical, production, and buying teams are satisfied that the prospective partner meets the technical standards at the appropriate cost, the partner passes the evaluation. If they do not meet expectations, the partner is rejected.

2.3 Selection decision

Once the prospective manufacturing partner has passed the CSR and technical teams' evaluation, Equip's Executive Chair makes the final approval decision. This decision is based upon the Executive Chair's initial and any follow-up site visits, subsequent communication, the CSR risk assessment, and the assessment of the partner's technical abilities and commercial capacity.

If the Executive Chair is satisfied and all other legal and financial criteria have been fulfilled, the partner is approved. The Equip supplier manual is issued, outlining the contractual terms, to be agreed to and the document is signed by the new partner. Once approved, all manufacturing partners are subject to Equip's monitoring programme (see Section 4). If the partner is not deemed to meet the high standards, they are rejected at this stage.

3 Responsible purchasing practise

Equip builds mutually beneficial partnerships with carefully selected manufacturing partners who share the same values. Equip's teams are responsible for maintaining and building long-term relationships with partners, allowing them to invest in both the individuals who work there and the facilities they provide. The buying team is responsible for collaboratively planning production. By providing seasonal forecasts, long lead times, and spreading production across the year, Equip aims to minimize the pressure on partners and their workers.

3.1 Payment

Equip commits to fair payment terms with their factories. They develop processes to ensure that costings cover all labour costs, and review accordingly should labour costs rise. Equip pays for finished goods upon receiving the bill of lading with no delay in payment made. For exceptional circumstances, Equip will pay early to ensure that workers are being paid fairly and timely. Payment terms ensure that all factories will pay at least minimum wage and encourage all our factories to try and meet living wages identified in the country.

3.2 Sourcing principles

Equip's responsible purchasing practices are driven by a commitment to their [Sourcing Principles](#) which guide their responsible business practices.

1. **Foster enduring partnerships:** We are committed to long-term relationships underpinned by continuous production plans, providing stable conditions for our suppliers to be responsible employers.
2. **Drive commercial rigour:** We seek and reward partners who are prepared to innovate and expand their operations through alignment with our company values and a commitment to work toward mutual sustainable growth.
3. **Optimise supplier leverage:** We aim to enhance our influence on our suppliers, ideally maintaining leverage between 25% and 75%. This balance ensures we do not make the supplier excessively dependent on us while allowing us to promote good working practices. We occasionally accept lower leverage from suppliers with exceptional social commitments and implementation. When sharing suppliers with other brands, we actively seek collaboration with other brands that align with our social and environmental commitments.
4. **Align with responsible suppliers:** We work with suppliers that share our social and sustainability values. These companies must have robust processes to mitigate the risks identified in our Human Rights Due Diligence Procedure
5. **Prioritise quality:** We source from suppliers that share our emphasis on quality, thereby ensuring the longevity of our products. This approach reduces the per-use environmental impacts and keeps our products in use longer.
6. **Promote efficiency:** We collaborate with suppliers that demonstrate efficient production processes, enabling us to offer competitively priced products.
7. **Reward improvements:** Suppliers that exhibit improvements, as measured in our seasonal supplier scorecard, are rewarded with additional production opportunities.
8. **Adhere to responsible exit policy:** When a supplier persistently fails to meet our requirements, as indicated in the seasonal supplier scorecard, or when our business strategy evolves, we adhere to our Responsible Exit Policy.

4 Supplier monitoring

4.1 Supplier manual

All approved tier-one manufacturing partners are sent Equip's Manufacturing Supplier Manual by the CSR team. This document establishes what is required of partners when manufacturing products. The manual includes a section outlining Equip's commitment membership of Fair Wear, explaining what it means as a buyer, and what it means as a manufacturing partner, and how they will be audited.

This information will not be new to the partner as all prospective partners are informed of Equip's membership of Fair Wear during the New Supplier Evaluation Procedure (Section 2).

The Supplier Manual specifically communicates requirements of all partners to:

- Endorse Fair Wear's Code of Labour Practices (COLP).
- Adhere to gender equality standards.
- Display information about the COLP in local language and share with subcontractors for display.
- Inform workers of Fair Wear's Complaints Procedure by displaying information in their workplaces in their local language.
- Co-operate with Equip if a complaint is filed by one of their employees. Commit to remedying the issue and address root causes to prevent reoccurrence.
- Agree to be audited against the COLP by a third-party, including private interviews with workers.
- Co-operate with Equip to develop and complete a corrective action plan if non-compliances are identified in an amfori BSCI or a Fair Wear audit.
- Encourage social dialogue throughout the manufacturing processes, the importance this has on freedom of association and consider workers in decision-making.

Upon the receipt of the Equip Supplier Manual, the manufacturing partner is required to read and return a signed copy. This is taken as evidence of them accepting these conditions. The partner is also required to provide photographic evidence that the COLP and information about the complaints procedure has been displayed in their manufacturing site in a local language.

Once a manufacturing partner returns the signed manual and the photographic evidence, they can start production. If they refuse or fail to sign the Manual after repeated requests, the responsible exit process is initiated (see Section 4).

4.2 Annual questionnaire

All manufacturing sites must complete an extensive annual questionnaire which allows Equip to collect data relating to human rights due diligence. This includes and is not exhausted to:

- Wages for male and female workers
- Workforce and management gender breakdown
- Subcontractors
- Worker representative committees
- Trade unions

Equip also requires suppliers to upload minutes of worker committee meetings where there is a committee in place to guide and assess where there can be improvements made to the Freedom of Association and social dialogue within the factory.

4.3 Supplier risk assessment

Equip is committed to routinely conducting risk assessments to identify actual and potential harms. The risk assessment addresses all relevant rights impacts, as outlined in the OECD Guidelines, but pays particular attention to the risk of child labour, excessive overtime, homeworking, gender inequality, below-minimum wage payment and unsafe working conditions.

The risk assessment of tier-one manufacturing partners is based on six risk types:

- Factory,
- Sector,
- Product,
- Country,
- Business model, and
- Sourcing model.

The assessment is guided by Fair Wear's resources which includes country studies, external resources published by international bodies and NGOs, social audits, worker complaints, and annual self-assessments completed by partners. Equip also produces a risk assessment for suppliers' subcontractors at an occupational health and safety level to assess the potential risks of the processes they perform. They also assess subcontractors based on the evidence provided by factories relating to the level of due diligence they undertake to monitor their subcontractors.

Equip is committed to achieving gender equality, including fair wages, combating discrimination, and providing equal opportunities. The business strives to implement a gender-responsive due diligence process that considers gender in assessing risks and conducting extensive analyses to understand the gendered implications of our sourcing and purchasing practices. This ensures fair wages and supports actively working to eliminate discrimination while promoting equal opportunities for all.

The CSR team is responsible for conducting risk assessments, with input provided by different teams such as production, buying and development. The team updates factory risks as we receive new audit reports, CAP evidence, complaints, and visit reports. The team also reviews the country, sector, and product risks at least annually, often updating them throughout the year as new reports are published and geopolitical events are documented.

The CSR team uses the results of the risk assessment to develop actions for Equip and our factories to guide monitoring, remediation, and prevention activities. The main tools Equip uses to monitor factories, guided by their risk profiles, are site visits, check-in meetings, social audits, and worker training. They share results with the Executive Chair annually, or as new significant risks arise, and in monthly supply chain meetings, attended by multiple teams across the business including the Director of Operations.

Equip follows a circular process when monitoring suppliers. The risk assessment guides our monitoring and remediation, which then feeds into our risk assessment. This ensures we maintain an accurate risk assessment and can track progress.

4.4 Supplier scorecards

In 2023, Equip introduced Supplier Scorecards, a tool aimed at improving communication and cultivating stronger relationships with the factories from which Equip sources its products. This tool aims to facilitate mutual feedback between Equip and the factories. Individual factories are evaluated across 24 competencies organised into 8 categories relevant to Equip's business operations. Equip has directly contacted each factory to communicate the details and methodology of the supplier scorecard. The tool was developed by the CSR, garment tech, buying, and warehouse teams at Equip, with the intention of engaging with factories and fostering long-term relationships. The insights gathered through this tool will influence Equip's sourcing strategies moving forward.

4.5 Site visits

Personnel from Equip at all levels, including directors, quality control, design, technical, operations, materials planning, buying, and CSR teams, have regular discussions with our manufacturing partners and make frequent site visits. Overseas partners can be visited by Equip personnel up to eight times a year.

Ahead of factory visits, Equip's CSR team produces a factory briefing for the members of staff attending the site. This briefing summarises the factory's progress in remediating and preventing risks, highlights further areas to improve, and lists questions the CSR team would like to explore further.

Equip also has a Production team based in China and Vietnam, some of which are permanently based at key supplier production sites. The primary role of this team is to conduct quality control checks; however, they are also aware of human rights risks and will report concerns to the CSR team.

When an Equip team member visits a manufacturing site, they record their observations in a site visit checklist. This enables Equip to quickly identify and react to issues, and to record the number of visits each manufacturing partner receives.

Outcomes of factory visits are fed directly into the supplier risk assessment.

4.6 Check-in meetings

Various teams at Equip have regular check-in meetings with suppliers. The Buying team maintains regular contact with manufacturing partners, monitoring their performance in reaching production deadlines and providing accurate documentation. They collaboratively check the monthly capacity at the factory, review delays caused in the supply chain, check stock levels, and mutually agree any changes that need to happen to the production plan in season. The buying team are typically the first team to know about delays or production issues in our supply chain.

The Equip CSR team have meetings with strategic suppliers at least once every four months. These meetings offer an opportunity to monitor remediation efforts (see Section 4) and allow the team to discuss issues and developments in the country and the factory that will impact their risk profile.

The technical team have weekly calls with suppliers to discuss production and quality control. These meetings are often the first time that production challenges, supply chain delays, or workforce changes are identified by Equip.

All internal teams report updates from these check-in meetings at Equip's Monthly Supply Chain Meetings. This is attended by the buying, production, technical, and CSR teams. These meetings are a chance to share information about Equip's supply chain, highlighting new audits and remediation progress, production changes and new suppliers, and site visits. Updates from the monthly meeting are used by the CSR team to update the risk assessment.

4.7 Social audits

Equip requires all strategic manufacturing partners to be audited against the [amfori BSCI Code of Conduct](#). This code of conduct is based upon the same UN and ILO conventions as Fair Wear's COLP. For this policy, manufacturing partners classed as "strategic" are those that produce at least 10% of our annual FOB volume.

Equip follows amfori BSCI's auditing process:

- Strategic manufacturing partners are required to be audited every two years.
- For audit reports of C or lower, a follow-up audit is required within one year.
- Follow-up audits only check the performance areas with previous problems.

Partners who produce less than 10% of our annual FOB volume are strongly encouraged to follow amfori BSCI's auditing programme.

We use the amfori Sustainability Platform:

- The platform notifies manufacturing partners and Equip when an audit is due.
- Partners are responsible for paying for and arranging the logistics of this audit.
- Equip and the partner automatically receive the audit report via the portal.
- Partners remain the owner of the audit report.

In addition to visiting sites and requiring periodic amfori BSCI audits, we may require partners to also complete a Fair Wear audit or be involved in a Fair Wear training programme. Partners are informed of this requirement in the Supplier Manual.

The Equip CSR team works with the supplier to remediate findings identified in their social audit (see Section 4) and updates the Equip risk assessment tool with the audit reports and the evidence provided by the audit.

4.8 Worker training

Equip implements worker training provided by Fair Wear across their tier one suppliers. This training is crucial for mitigating and preventing specific risks in the supply chain. For example, Equip delivers anti-harassment training in Bangladesh, where the risk of sexual harassment is high. They also provide onboarding training for all new key suppliers to raise awareness of labour rights for both workers and management, which includes an insight into grievance mechanisms.

Delivering training also improves Equip's monitoring of suppliers as it increases self-monitoring by workers. Once workers are made aware of their rights, they are more likely to raise grievances when they feel they have a reason. This will increase the chance of Equip receiving complaints through the Fair Wear Complaints Hotline (see Section 4.1).

Equip uses the supplier risk assessment to identify which suppliers should be prioritised for Fair Wear training, overlaying this with a supplier's strategic importance to our business.

5 Remediation and prevention

Equip's CSR team is responsible for overseeing both remediation work, responding to identified actual harms and non-compliances in the supply chain. Plus they take prevention efforts, proactively taking steps to stop potential harms from occurring based on their risk assessment.

When non-compliances are identified in an audit, site visit, or through another monitoring activity, Equip expects the partner's full cooperation in correcting the issue and resolving root causes. After an audit report is published, the CSR team follows up with the strategic partner within two weeks.

- Strategic partners must periodically update Equip with progress.
- The follow-up audit verifies that the issues have been addressed satisfactorily.

Equip will always work with manufacturing partners to resolve issues and to fit auditing dates into their production schedules. However, if a partner either refuses to be audited when requested or demonstrates persistent disregard to Fair Wear's COLP, amfori BSCI's audit schedule, or the requirement to remedy issues, Equip will initiate the responsible exit process.

Equip uses Corrective Action Plans (CAPs) to monitor suppliers' progress in addressing risks and non-compliances and requests evidence to prove remediation has been completed.

Equip's CSR team also works to prevent risks before materialising. Periodically the team uses the supplier risk assessment to identify risks that might occur even though they have not been documented in audits or visits. Equip uses actions resulting from the risk assessment to systemically create an action plan for each factory, to carry out additional due diligence checks.

Equip partners with other Fair Wear member brands to collaborate on sharing manufacturing locations. This collaboration helps lighten the factory workload and allows us to jointly identify, prevent, mitigate, and address risks. Whenever feasible, we also share Corrective Action Plans (CAPs) and consider investing in shared trainings or assessments for the factory.

Once identified, the team agrees on a plan to engage the affected suppliers and implement preventative measures. This typically begins with collecting additional information from the suppliers regarding the risk drivers and any preventative measures that have been taken. Once the supplier has provided the additional information, the CSR team works with the supplier to agree upon and implement preventative measures. As outlined in Section 3.6, workers' training is an important tool for prevention efforts as it provides workers with the capabilities to monitor and address risks themselves.

Equip's CSR team updates the risk assessment tool when a supplier provides evidence of effective remediation or preventative efforts are completed at a factory.

5.1 Subcontractors

Equip insists on complete transparency regarding the manufacturing locations of their products. Suppliers must not utilise subcontractors or third parties to manufacture Equip products without prior written approval from the Director of Operations at Equip. In their annual questionnaire, Equip requests that factories provide contact details, locations, and processes for all subcontractors and outsourced CMT locations. This information is added to Fair Wear, and the risk assessment is created.

The three processes that we accept the use subcontractors for are:

- Laundry
- Embroidery
- Screen printing

Equip does not encourage or accept factories outsourcing CMT unless there are careful considerations and valid reasons for why the factory would need to do this. Outsourcing production manufacturing opens up heightened risks of violations to human rights. If Equip gave a factory the right to outsource CMT, they treat this location as a Tier 1 supplier and carry out a full risk assessment to identify the harms and risks that could be associated with the country and factory.

5.2 Complaints

Equip is committed to working with manufacturing partners when complaints are lodged by their workers through the Fair Wear Complaints Procedure.

The CSR team is responsible for monitoring and responding to these complaints with Fair Wear and any other brand partners operating in the same site. The two primary aims are to ensure the appropriate remedy is provided to the complainant and root cause analysis is taken to stop the issue from repeating.

- The CSR Manager or CSR Data Support Assistant will take accountability for the complaint and communicate activity to relevant staff internally depending upon the seriousness of the complaint, immediate action and remediation plans.
- Equip's, or another Fair Wear member's, CSR team will inform the manufacturing partner within one week of receiving the complaint.
- If the complaint concerns an issue that presents an immediate risk, the manufacturing partner will be informed within 48 hours.
- Equip's CSR team will work with the partner to develop a remediation plan and monitor its implementation until the issue is resolved.
- Fair Wear will be informed throughout the process and will be relied upon to verify that the issue has been remedied.

If Equip are not the complaint lead, the CSR team will monitor the other brand's findings through Fair Wear and provide support when needed.

Complaints feed into the supplier risk assessment to ensure it remains up to date. If the complaint was partially caused by geopolitical or cultural drivers, then this risk update will also be added to other suppliers operating in the same country.

Equip's Manufacturing Supplier Manual explicitly outlines the expectations of suppliers to cooperate if a worker files a complaint. They are expected to commit to resolving the issue with Equip and address the root cause with guidance from both Fair Wear and Equip. If a manufacturing partner refuses or fails to resolve a complaint, we reserve the right to initiate the responsible exit process. (see Section 5). However, the intention is to always collaboratively work with the partner and reserve exiting the relationship as a last option.

6 Responsible exit process

Equip is committed to long-term manufacturing relationships and working with partners to uphold high labour standards. However, there will be times when they decide to exit a business relationship.

Regardless of the reason for exiting the relationship, they always follow the responsible exit process as outlined below. This process differs depending on the reason for exiting.

6.1 Exiting due to labour rights issues

This policy identifies three times when Equip will be forced to exit a business relationship due to the partner not meeting Fair Wear's COLP. These occur when:

- A partner refuses or fails to sign the Equip Supplier Manual.
- A partner refuses to be audited when requested.
- A partner demonstrates a persistent disregard for respecting Fair Wear's COLP and for remedying non-compliances identified in audits, visits, or complaints.

Equip is committed to doing all it can to use its leverage to remedy labour rights non-compliances whilst remaining in the contract. Exiting a business relationship due to labour rights issues will be treated as the final option that should only be used once all other actions have been exhausted.

Equip will adopt the following exit process in these situations:

1. Communicate the intentions and reasons with Fair Wear.
2. Communicate the reason for exiting the relationship with the manufacturing partner. This provides a final chance to negotiate an improvement with the partner.
3. Ensure that all goods that have already been produced by the partner will be paid for before exiting. Partners will be required to return all materials, equipment, and Intellectual Property (IP) belonging to Equip.

6.2 Exit due to other circumstances

As well as labour rights issues, Equip might also exit a business relationship for reasons which can include:

- A change in range or demand
- Consolidation of manufacturing partners
- Persistent quality, delivery, or performance problems
- Changes in pricing
- Trade regulations
- Geopolitical developments
- Availability of new technology and innovation elsewhere

Equip recognises that a decision to exit will have a greater impact on a suppliers where the share of production is greater.

For suppliers where Equip purchases 5% or more of their production volume, the business will adopt the following exit process:

1. Equip will communicate the decision to exit the relationship to the manufacturing partner as soon as possible. This will include the reason for leaving. They strive to give one season notice to partners.

2. In consultation with the partner, Equip will agree upon a phase-out of production orders with a clear timeline. They strive to minimize the social impact of the exit and enable the manufacturing partner to find new customers before the phase-out is complete. Partners will be required to return all materials, equipment, and IP belonging to Equip.

For suppliers for whom Equip purchases less than 5% of their production, the business will still strive to provide advance notice. At a minimum, Equip will tell them when sending out our forecast several months before orders are placed. However, being less critical to their business, the need to phase out production is unlikely to be required.

7 Service suppliers

Recognising that CMT manufacturers represent the highest risk of human rights abuses in their supply chain, Equip's due diligence programme focuses primarily on them. However, Equip also conducts additional due diligence on certain service providers.

7.1 Freight, logistics, and warehouse providers

Equip conducts desk-based due diligence on freight, logistics, and warehouse suppliers annually. For each supplier, Equip reviews:

- The supplier's website (particularly the investor page/domain if they have one)
- The supplier's Sustainability/CSR/ESG Report
- The supplier's Modern Slavery Statement where relevant
- Any relevant company policies (Code of Conduct, Human Rights Policy etc.)
- Any accusations of rights violations lodged against the company found on the Business & Human Rights Resource Centre database or Google news.

Using these documents, Equip records:

- Evidence that the company complies with basic legal requirements and respects human rights
 - Commitment to uphold ILO conventions and United Nations Guiding Principles (UNGP) and abide by local/national laws
 - Accessible grievance mechanism/whistleblowing policy
- A strategy or action plan for improving working conditions and the realization of rights in their operations and supply chain
 - Commitments/targets to improving working conditions
 - Due diligence conducted on subcontractors, labour providers, or suppliers
 - Additional benefits for workers (career advancements, pension contributions, living wages, healthcare benefits)
- How the company has response to accusations of past human rights violations, if relevant
 - Cases of labour abuses/violations (unpaid wages, forced labour, inhumane conditions, abuse/discrimination)

We recognise that as large multi-national freight forwarding companies, Equip has little to no leverage on these suppliers. However, they can still decide to end the commercial relationship with a supplier if they believe they do not meet minimum standards or they demonstrate a persistent disregard for human rights.

7.2 UK on-site service providers

As part of Equip's Modern Slavery Statement, they conduct due diligence for on-site service providers that operate in sectors known to be high-risk for modern slavery. For Equip's business model, these are labour providers, cleaning services, and security services.

Suppliers in these sectors are monitored by:

- Completing our Supplier Modern Slavery Survey (see Appendix 7.4)
- An annual check of workers' reviews of the company (on Glass Door, Google, and Facebook) and a review of any news related to the company.

If the due diligence identifies any concerns, Equip will work with these suppliers to resolve and remedy the issues or shortcomings.

8 Document control

This document is reviewed on an annual basis by Equip's CSR team. The review will take into account internal and external stakeholder input and macro-economic and environmental matters. It will be reissued should material changes be identified.