

## We embrace responsibility

### My Jewellery Modern Slavery Statement 2026

My Jewellery is committed to conducting business ethically, responsibly, and in a manner that respects the dignity and rights of all people. This statement sets out My Jewellery's actions to address the risks of modern slavery, including forced labour, child labour, human trafficking and related human rights abuses, in our operations and supply chains. We recognise that forced labour, child labour and human trafficking are severe human rights abuses, and we strictly prohibit and maintain a zero-tolerance approach to such practices in our own operations and our supply chains.

We uphold international best practices on human rights and the prevention of modern slavery, guided by the UN Guiding Principles on Business and Human Rights and relevant ILO conventions. This statement aligns with our purpose to foster better work and working lives and demonstrates our wholehearted endorsement of the UK Modern Slavery Act 2015.

We recognise that transparency across supply chains is a critical step in tackling modern slavery. This statement sets out the measures My Jewellery has taken to identify, assess, and address these risks within our operations and supply chains.

#### Our organisation and activities

My Jewellery operates in the fashion, apparel, and accessories sector, including the design, sourcing, and sale of clothing, jewellery, and related personal accessories. Our headquarters is located in 's-Hertogenbosch, The Netherlands, and we employ approximately 850 people across 4 countries: The Netherlands, Germany, Belgium and France. We source finished goods from nearly 60 Tier 1 suppliers worldwide, and we recognise the potential risks of labour exploitation in certain geographies and industries. We are growing our business through long-term partnerships with suppliers who uphold our standards on sustainability, human rights and compliance with all applicable local laws and regulations.

#### Policies and governance

Our approach to preventing forced labour, human trafficking and modern slavery is underpinned by robust governance structures and policy frameworks, including:

- My Jewellery Code of Ethics: outlines the ethical standards for all employees, including the prohibition of forced, bonded, or child labour.
- Supplier Manual, including Supplier Code of Conduct: sets mandatory human rights and labour practice requirements that suppliers and business partners must comply with.
- Responsible Sourcing Policy: sets out the steps we take to identify, assess and manage risks throughout our supply chain, and is aligned with the UN Guiding Principles on Business and Human Rights and the International Labour Organisation's core conventions.

- Whistleblowing Policy – provides secure and confidential reporting channels for employees and third parties to raise concerns without fear of retaliation.

### Risk assessment and due diligence

We conduct risk assessments across our operations and supply chain to identify potential exposure to modern slavery. Our focus includes:

- Countries, regions or industries identified as high-risk.
- The use of subcontractors, agency workers, or temporary labour.
- Sourcing of raw materials where human rights risks are well-documented.

Our due diligence processes include:

- Pre-engagement supplier screening.
- Contractual clauses on compliance with modern slavery laws.
- Continuous monitoring of compliance with our corporate responsibility requirements, including third-party audits, and corrective action plans when risks are identified.
- Participation in AMFORI BSCI, which provides risk assessment tools and an audit framework that supports ongoing monitoring of suppliers against international labour standards.
- Promoting transparency and traceability by requesting Tier 1 suppliers to disclose their supply chains and implementing traceability software to better track materials and labour conditions throughout our network.

All our suppliers are expected to comply with all applicable human rights and labour standards. Where audits or other monitoring processes identify a breach of these standards, we require prompt corrective action. Our priority is always to seek remediation, as ending a partnership can cause additional harm to workers and their families, such as loss of income. Termination of a relationship with a supplier of a factory is considered a measure of last resort and will generally only occur if issues are not remediated in a timely manner, or in cases of egregious violation where remediation is not appropriate or feasible, such as forced or child labour. We pursue remediation through direct engagement with the supplier or factory and, where appropriate, in collaboration with civil society organisations, industry bodies and/or governmental authorities.

### Training and awareness

We provide targeted training to employees, particularly in procurement, HR, and supply chain management, to enable them to identify signs of modern slavery and act responsibly.

### Measuring effectiveness

We evaluate the effectiveness of our approach through:

- Audit results and supplier improvement actions.
- On-site supplier visits.
- Analysis of grievance and whistleblowing reports.
- Tracking compliance rates with contractual obligations.
- Benchmarking against peers and industry best practices.

### Future commitments

During the next reporting period, we intend to:

- Extend supplier risk mapping beyond Tier 1 and 2 suppliers.
- Strengthen audit coverage in high-risk sectors.
- Expand employee training programmes globally.
- Increase transparency through annual reporting and stakeholder engagement.

We recognise that addressing modern slavery is an ongoing journey requiring collaboration, vigilance and continuous improvement.

If any consumer, stakeholder or affected party has a concern or question related to My Jewellery's approach to tackling forced labour, human trafficking and modern slavery, please contact us at: [csr@myjewellery.com](mailto:csr@myjewellery.com).


This statement has been approved by Sharon Hilgers, CEO of My Jewellery, in accordance with Section 54(1) of the Modern Slavery Act 2015.

Sharon Hilgers  
CEO My Jewellery

### Date

27-feb-2026

### Signature

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