



LA REDOUTE

MODERN SLAVERY STATEMENT 2019

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken and to be taken by La Redoute and relevant group companies in 2018 and 2019 to prevent modern slavery and human trafficking in its business and supply chains.

Introduction:

La Redoute was founded in Roubaix, France in 1837 when Joseph Pollet, who came from a rural family, set up in Roubaix, the capital of the wool industry. We now have group companies in various countries, including France, the UK, Russia, Belgium, Switzerland, Spain and Portugal, and operate globally through www.laredoute.com and international partnerships.

Our business is regulated by the laws of the countries in which we operate, including the UK, and, by choosing La Redoute, our customers and employees have opted for a responsible e-trader that places environmental, social and societal issues right at the heart of its concerns and corporate plan.

We have developed a Corporate Social Responsibility (CSR) plan that is designed around 4 pillars and 12 commitments. Every year, we conduct projects to put these commitments into practice. These ambitious and realistic projects are “at our level” and fully in line with our continuous improvement approach, involving all stakeholders at La Redoute and our partners over the long term.

For further details, please refer to www.laredoute-corporate.com.

La Redoute UK:

Our UK group company, LRUK (Retail) Limited, primarily sources merchandise for resale to consumers through its French parent company, La Redoute SAS, and those supplies make up the vast majority of supplies into the UK. Other supplies that represent a significant proportion of the remaining supplies to the UK include Hermes (parcel deliveries and returns), Torque (warehousing and logistics), Panther (logistics), Intalekt (customer contact centre) and Google (digital marketing).

Code of Conduct for Partners:

La Redoute is a member of Initiative for Compliance and Sustainability, a sectoral initiative, a common audit protocol to control the respect of human rights. Under The Conduct Code, the appendix 4 (ICS audit protocol) of our contract with suppliers, we guarantee to our customers that they can make purchases with confidence in relation to health and safety, and compliance with ethical standards. We require our partners to comply with the Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child (UNCRC) and the International Labour Organisation's (ILO) conventions and recommendations in relation to fundamental human rights*:

- No child labour under the age of 15 or below the minimum age authorised by regulations in force in the country of manufacture;
- No disciplinary practices, harassment or moral or physical punishments;

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S.A.S. La Redoute au capital de 353 490 250 Euros
477 180 186 RCS Lille Métropole

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- No discrimination;
- No prohibition on freedom of association;
- No unpaid work (wages are regularly paid);
- Working conditions guaranteeing employee hygiene, health and safety;
- No excessive working hours causing employee exhaustion
- No forced labour:
 - All work must be conducted on a voluntary basis, and not under threat of any penalty or sanctions.
 - The use of forced or compulsory or unpaid labour in all its forms, including prison labour when not in accordance with Convention 29, and unpaid overtime work, is prohibited.
 - The supplier shall not require workers to make unreasonable deposits/financial guarantees and shall not confiscate identity documents off any worker (such as passports, identity cards, etc.). No abusive delayed payment of wages shall occur.
 - Bonded labour is prohibited. The supplier shall not use any form of bonded labour nor permit or encourage workers to incur debt through recruitment fees or other means.
 - Indentured labour is prohibited. The supplier shall respect the right of workers to terminate their employment after legal notice. The supplier shall respect the right of workers to leave the workplace and factory after their shift.

In relation to partners that manufacture products for us, we have implemented the La Redoute Social & Sustainability Compliance Program. Partners must sign the Code and non-compliance may result in the termination of the supply relationship. To monitor compliance with the Appendix 4, we have ICS evaluation protocol and strict compliance program with audits carried out with or without notice by our recognised external audit firms. We want transparent and trustworthy relationships with our suppliers and we want to encourage continuous improvement in sourcing La Redoute products.


In relation to partners that do not manufacture products for us, we require them to comply with the Code and inform us of any non-compliance, which may result in termination of the relationship.

This statement was approved by the Boards of La Redoute SAS and LRUK (Retail) Limited.

Signed



 Nathalie Balla
 Joint Chair
 La Redoute SAS



 Eric Courteille
 Joint Chair
 La Redoute SAS

3 April 2019

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