

MODERN SLAVERY ACT STATEMENT

2024

Since GANT was founded in 1949, community has been at the heart of GANT. The people working in the factories in our supply chain, our employees and our customers are all a fundamental part of our community. It is critical to respect and support those we depend on.

We recognize our role in the development of a more sustainable society in which there is no place for modern slavery. GANT has several policies and processes in place to mitigate the risk of adverse impacts on human rights in our value chain and combating any kind of modern slavery is an integral part of the due diligence practices at GANT.

The purpose of this Modern Slavery Act statement is to describe the steps GANT has taken during the year to manage modern slavery risks in our operations and supply chain.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015. It constitutes the Modern Slavery and Human Trafficking Statement for GANT Holding AB and other relevant group companies for the financial year ending on December 31st 2024.

This statement has been approved by the Board of directors on the 30th of May 2025.

Signed by

Patrik Söderström
CEO
May 2025

GANT

THE NUMBER OF
GLOBAL MARKETS
WHERE WE HAVE
PRESENCE

85

GANT HAS

1722

EMPLOYEES

554

STORES

60

FACTORIES DURING
2024

50

APPAREL SUPPLIERS IN 2024

SUBSIDIARIES AND
JOINT VENTURES

SUBSIDIARIES

UK

SWE

USA

FRA

CHE

LUX

DEU

DNK

BEL

IRL

AUT

ESP

NL

PRT

JOINT VENTURES

TUR

POL

PARTNERS

Australia, New Zealand,
Madagascar, Mauritius

Canada

Croatia, Serbia,
Slovenia, Bosnia-
Herzegovina, Albania

Egypt

Finland, Lithuania,
Estonia, Latvia

Greece

India

Israel

Italy

Morocco

Norway

Romania, Bulgaria, Malta,
Macedonia, Kosovo

Slovakia, Czech Republic,
Hungary

South Africa

U.A.E, Kuwait, Qatar,
Bahrain, KSA, Oman,
Iran, Jordan

Ukraine

Cyprus

Indonesia

China

LICENSEES



ABOUT GANT

GANT was founded in the college town of New Haven, Connecticut on the East Coast of the United States. We've been pioneering preppy style since 1949. With our dedication to color and innovation, GANT changed the direction of modern American style and continue to challenge convention. The company has presence in around 85 markets and 550 stores.

The GANT Group has its own subsidiaries that operate in Austria, Belgium, Denmark, France, Germany, Ireland, the Netherlands, Portugal, Spain, Sweden, Switzerland, United Kingdom and the USA. By the end of 2024, GANT had 1722 employees and during the year we worked with 50 apparel suppliers in the production of our products.

IMPLEMENTATION OF MODERN SLAVERY ACT AT GANT

GANT is committed to respecting human rights throughout our value chain and preventing Modern Slavery is an integral part of Human rights Due Diligence at GANT. This includes:

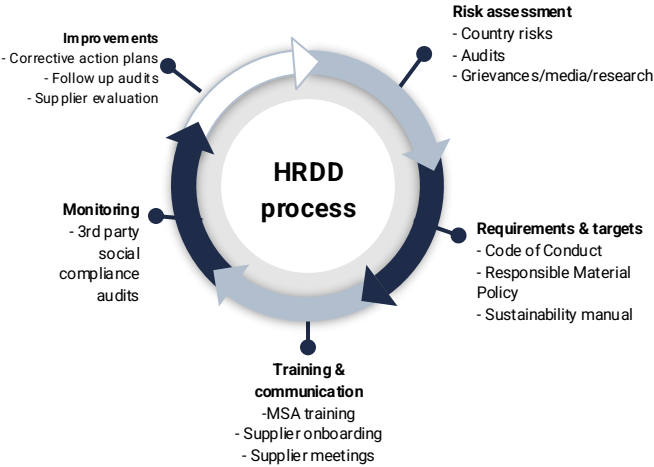
- proactively assessing risks of adverse human rights impacts in our value chain;
- communicating requirements and expectations with the help of policies, guidelines and trainings;
- monitoring compliance and progress with the help of audits, KPIs and grievance mechanisms;
- striving for continuous improvements with corrective action plans and follow-up audits.

RISK ASSESSMENT

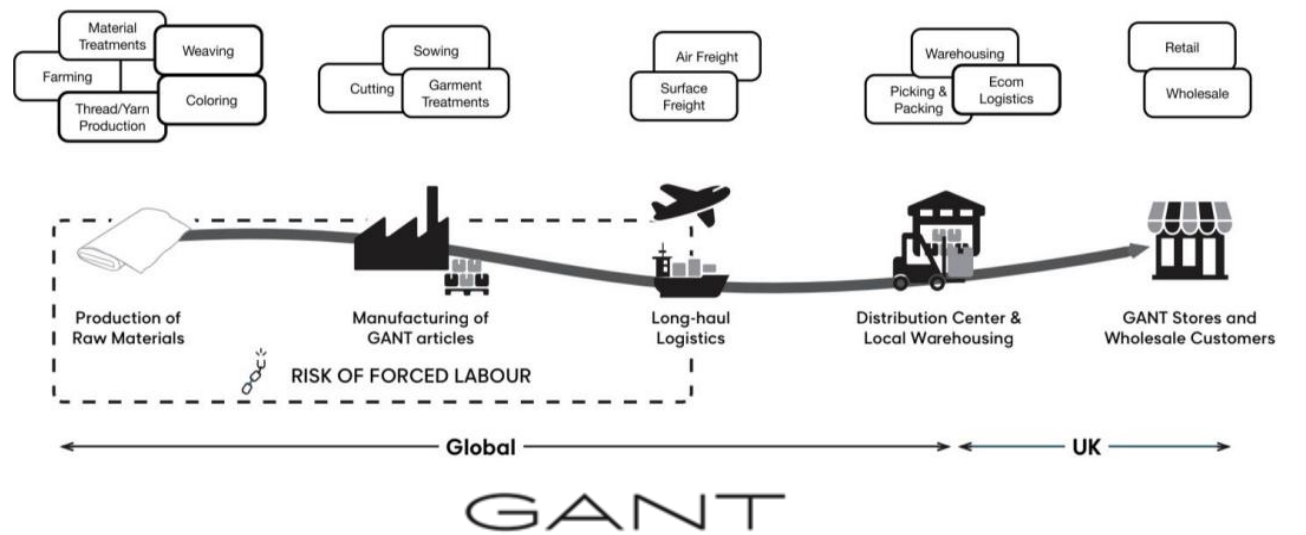
Materiality and risk assessment is a continuous and dynamic process at GANT that aims to identify and prioritize risks, impacts, and opportunities related to sustainability throughout the value chain. Based on the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector & UN Guiding principles for business and human rights, the model uses third-party sources to assess both country risks and product risks as well as risks related to our business- and sourcing model. Among the sources used to identify human rights and labour risks GANT uses BSCI country classification, ITUC Global Rights Index, US List of Goods, Corruption Perception Index, third-party audit reports, reports from media and researchers, and our grievance mechanism.

Traceability and transparency are fundamental for efficient due diligence and are increasingly required by our stakeholder and by law. In 2024, GANT continued to apply and develop the traceability framework that was implemented in 2022. We have a process for tracking the location of key production processes for all our products on a seasonal basis. The information collected includes where fabric production, dyeing, and printing take place, and which country and region the raw material comes from. During the year, we extended the traceability process to also include spinning mills used for yarn production. We use this information both to meet regulatory requirements for consumer information and to enable environmental and social due diligence in the supply chain. The goal is to achieve 100% traceability on key raw materials by 2025. In 2024, all products had the country of origin of the main raw materials disclosed. Due to certain risk factors, in some cases, the specific region is also mandatory to disclose.

Modern Slavery is judged to be a high priority risk due to the severity of the potential impacts and has been identified to be highest in supply chain and within long-haul transportation.



GANT APPAREL / GANT LICENCEES / GANT HOME



POLICIES, GUIDELINES AND TRAININGS

The Code of Conduct and Sustainability policies are developed to communicate our standards and to reduce risks and impacts throughout the entire supply chain. Prevention of involuntary labor and human trafficking is one of the areas which are addressed through the Code of Conduct.

The Code of Conduct follows well recognized international conventions and frameworks such as the OECD, the International Labor Organization’s conventions and recommendations, the United Nations’ Global Compact, Universal Declaration of Human Rights, Convention on the Rights of the Child and Convention on the Elimination of All Forms of Discrimination against Women.

GANT is committed to respecting human rights and works to enable a safe and secure work environment for everyone. As materials are usually sourced by our suppliers, due diligence becomes more challenging further along the supply chain due to limited transparency and influence. The Responsible Material Policy requires suppliers that source materials for GANT to have processes in place to prevent labor and human rights risks in material production.

We are increasing transparency and the traceability of materials used in our products by including key material suppliers in our Sustainability Excellence program for suppliers.

Sustainability screening is mandatory for all potential new business partners as a part of the onboarding process. In the screening process the third-party social compliance audit report, HIGG FEM report, and certifications that are held by the factory are reviewed to ensure that the business partner lives up to our fundamental requirements and can support our journey toward our sustainability targets. In an onboarding meeting, new suppliers are trained in the GANT standards and mutual expectations about the partnership are discussed.

New GANT employees encounter sustainability as part of their onboarding process. Sustainability is also integrated into the GANT induction days for all new employees. Training on the Code of Conduct, whistleblowing, modern slavery, and sustainability is mandatory.

MONITORING AND GRIEVANCE MECHANISM

To ensure adherence to the Code of Conduct across all factories, GANT conducts third-party audits. To mitigate audit fatigue, GANT has chosen to acknowledge several audit standards. Approved audit standards include BSCI, ICS, SEDEX, WRAP and HIGG vFSLM/SLCP. As a longstanding member of Amfori, the majority of audits are conducted within the BSCI program.

Metric	2024
Suppliers signing Code of Conduct and Sustainability policies %	100%
Factories in risk countries audited %	100%
Factories in non-risk countries audited %	100%

Another important element in the monitoring process is the Grievance Policy and Mechanism GANT has in place to address any non-compliance of the Code of Conduct or policies, and suspicious law violation.

Employees and other stakeholders can raise their concerns and complaints about violation of law and unethical conduct through the grievance function available on <https://whistleblowing.gant.com>. This function provides a secure platform to raise concerns with improved anonymity, enables communication and feedback between the company and those reporting, and safe investigations.

CORRECTIVE ACTION AND IMPROVEMENT

In cases of non-conformances identified during third-party audits or through other channels, our partners are expected to collaborate in developing corrective action plans and promptly address the deviations. Through the corrective action plan, we aim to identify the root causes of the deviation and implement measures to prevent recurrence. Follow-up audits are conducted on a regular basis, with the frequency determined by the audit score. For zero-tolerance violations, we have a specific zero-tolerance process that requires handling to be expedited, with urgency increasing with the proportion of the severity of the violation.

REPORTING

GANT's annual Sustainability Report aims to give an accurate and balanced picture of significant risks within human rights, labor, social conditions, environment, and corruption and how these areas are being addressed and mitigated. The report is available on GANT's website.