

NEXT

MODERN SLAVERY
TRANSPARENCY STATEMENT
2024-25

INTRODUCTION

It continues to be a priority for NEXT to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. We take any allegation of human rights abuse in all its forms seriously and will not tolerate human rights abuse against individuals within NEXT’s own organisation or our supply chain.

Modern slavery can take many different forms and is a complex issue. NEXT has taken steps to identify areas where there are risks of modern slavery occurring within our business and supply chain and we are working to eliminate that possibility.

During the year we encountered issues relating to child labour, freedom of movement and migrant labour. You can read more about how we investigated and remediated these on page 8.

This is our 8th statement made under the Modern Slavery Act 2015 and constitutes our Group modern slavery statement for the 2024/25 financial year. It highlights the key activities we have undertaken during the year and aims to provide useful information to understand our commitment as a responsible retailer to reduce those modern slavery risks that could be connected to our business.

This statement has been prepared on behalf of NEXT plc and its following group companies: Lipsy Limited, Next Distribution Limited, Next Holdings Limited, Next Retail Limited and Next Beauty Limited and is approved by the Board of NEXT plc.



Jonathan Blanchard
Chief Financial Officer, NEXT plc
27 March 2025



KEY ACTIVITIES IN 2024/25



SUPPLY CHAIN TRANSPARENCY

- Updated Tier 1 and Tier 2 factory listing published on nextplc.co.uk/corporate-responsibility/our-suppliers and the Open Supply Hub, a public platform for supply chain data.
- Updated our Tier 3 sites listing published on nextplc.co.uk/corporate-responsibility/our-suppliers.
- 2,402** Code of Practice (COP) audits performed in the year across 35 countries.



ACTIVE MANAGEMENT & REMEDIATION

- Following the successful roll out of grievance mechanisms in Pakistan, India, Myanmar and Morocco, we expanded the implementation by adding another five countries (UAE, Vietnam, Sri Lanka, Cambodia and Turkey).
- Worked with **11** factories to successfully remediate modern slavery issues. A further **16** sites are being supported through an agreed remediation process.
- Disengaged **10** factories where remediation on issues relating to modern slavery had not been achieved: to an acceptable level; or within acceptable time frames; or the factory did not demonstrate willingness to improve. **6** of these cases were in relation to wage retention.



TRAINING & AWARENESS

- 718** new NEXT UK employees completed our bespoke online Modern Slavery training during the year. This course explains what modern slavery is, why it's relevant to NEXT, our company policy along with employees' responsibilities and what it means for them. The course is also completed by our employees globally.
- Online portal for third parties continues to grow with over **1,700** users. We have dedicated sections for freight forwarders, branded component suppliers, third party brands, Home brands and Lipsy third party suppliers.



COLLABORATION

- Maintained support of Unseen – the UK modern slavery and exploitation helpline. They supported us in hosting an event in the UK for our labour providers and cleaning contractors on modern slavery risks in the non-product supply chain.
- Carried out in-person supplier presentations in Morocco, Vietnam, Cambodia, Sri Lanka, Turkey, China and the UK. The event in Turkey was a collaboration with a UK retailer.
- Extended our Code of Practice audit approach with our Total Platform partner brands Joules and FatFace, joining JoJo Maman Bébé and Reiss.



OUR BUSINESS & COMMITMENT

OUR BUSINESS

NEXT is a UK based retailer offering beautifully designed, excellent quality clothing, footwear, accessories, homeware and beauty products.

The Group is primarily comprised of:



NEXT Distribution

- **8** UK warehouses, **7** UK depots and **3** international hubs which are fully integrated with our cost-efficient distribution facilities. Our distribution network serves our Retail stores and Online customer deliveries for both NEXT and third-party branded products. We also facilitate the induction of products held in third-party warehouses into NEXT's distribution network for onward delivery to customers.



NEXT Online

- Over **9.6** million UK Online customer
- **4.1** million overseas customers



Well-Connected Store Network

- Over **800** stores in UK and Eire (includes Reiss, Joules and FatFace stores)
- Over **200** franchised stores (includes Reiss, Joules and FatFace franchised stores)
- In **37** countries.

Our stores play an important role in supporting our Online customers; nearly half of our UK Online orders are collected instore and the majority of returns are through our stores.



Digital Marketing Systems

The development of online marketing systems to target products and brands to customers. Our systems have the ability to manage significant amounts of data and incorporate

sophisticated search facilities and web based marketing tools that link with our email and social marketing systems.



Consumer Credit

NEXT Finance has built a high quality receivables book with customer credit balances of **£1.5bn**. The ability to sell products on credit has proven to be an attractive service to customers which benefits Online sales and Group profitability. The customer receivables are a valuable asset, adding to the Group's financial strength.



Call Centres

NEXT operates multi-language call centres in the UK and overseas to support its worldwide customer service operations for Retail, Online and NEXT Finance.



Supply Chain

NEXT has a well established supply chain that is supported by our overseas sourcing operation, NEXT Sourcing Limited (NSL). NSL provides buying, sourcing and design skills which support our product teams in the UK.



NEXT Employees

Around **50,000** employees globally Continuous improvement lies at the heart of our business. We aim to conduct our business in an ethical manner and to develop positive relationships with our suppliers to raise standards of working conditions in the factories where our products are made.



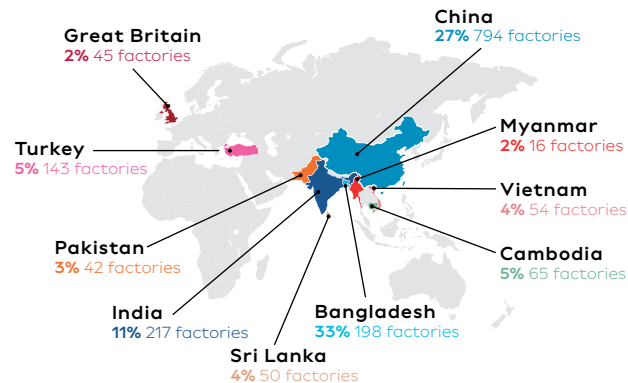
OUR BUSINESS & COMMITMENT

OUR PRODUCT SUPPLY CHAIN

- We source from **35** countries.
- We have **711** active Tier 1* product suppliers
- We are a team of **53** directly employed people based in our key sourcing locations. There are 3 'pillars' to our work: Auditing, Engagement and Projects & Programmes, all of which support our approach to protecting workers in our supply chain. During the year our in-house COP team carried out **2,402** audits.

*For details of our supply chain tiers, please refer to 'Our Customer and Products' section of our Corporate Responsibility Report at nextplc.co.uk/corporate-responsibility/our-suppliers.

Our top 10 sourcing countries are:



OUR COMMITMENT

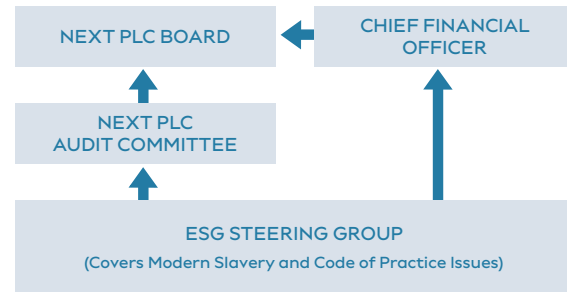
NEXT is committed to finding and preventing modern slavery and human trafficking throughout our business and supply chain and to understanding the modern slavery risks that may be present.

We do this by:

- Finding effective methods to work to eliminate slavery and human trafficking practices in our supply chain. We are working towards full transparency of our supply chain.
- Ensuring our policies and procedures are reviewed regularly and that we have development and training processes in place to enable our internal teams to have appropriate awareness and understanding of the issues and our responsibilities.
- Ensuring new suppliers understand our requirements before they commence working with us, and that existing suppliers comply with those requirements.
- Ensuring the people who provide the products and services we buy and use are treated fairly, and that their fundamental human rights are protected and respected.

GOVERNANCE FRAMEWORK & POLICIES

OUR GOVERNANCE FRAMEWORK



A robust governance structure and clear risk management and internal controls framework, both of which are embedded throughout the business, are core to our approach. Our ESG Steering Group is responsible for prioritising actions and helping to monitor emerging ESG risks. Updates on ESG activities were provided during the year to the Audit Committee which has ESG as a standing agenda item at each of its meetings.

On a day to day basis, significant issues seen by the COP team as part of their work are discussed with the executive directors where appropriate.

As part of the NEXT risk management process, detailed risk registers are maintained by 20 distinct operational and functional areas, where local business risks are identified, assessed and managed, which include risks relating to human rights, modern slavery and bribery. Specific corporate responsibility risks are recorded, considered and managed as part of this process. In addition, the impact of corporate responsibility risk factors is included, where appropriate, in the NEXT plc directors' assessment and review of NEXT's principal risks. NEXT's principal risks are detailed in the Strategic Report section of our latest Annual

Report at nextplc.co.uk

DUE DILIGENCE

Our COP auditing process is a vital due diligence tool as it delivers assurance that our suppliers and their factories understand their responsibility to comply with our ethical standards. Details of our Principle Standards and Auditing Standards are available at www.nextplc.co.uk/corporate-responsibility/code-of-practice. We also invest time and resources to support effective communication and work collaboratively with our suppliers to prevent issues arising or help resolve issues we have identified. We use the UN Guiding Principle Reporting Framework to help us build a more detailed picture and better understand the salient human rights issues across our business (i.e. those human rights that stand out because they are at risk of the most severe negative impact through the Company's activities or business relationships).

POLICIES

NEXT has clear policies and monitoring processes in place combined with robust supply chain management. We review and update these policies and practices regularly as we learn from our experiences.

They are designed to ensure that people are treated with dignity and respect and include internationally recognised human rights principles and indicators encompassed in the Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.



GOVERNANCE FRAMEWORK & POLICIES

NEXT's business policies relating to third party relationships and modern slavery are published on our corporate website at nextplc.co.uk/about-next/corporate-governance/policies:

- Human Rights and Modern Slavery
- Whistleblowing for NEXT's third parties
- Code of Practice Principle Standards and Auditing Standards (see COP link above)
- Health and Safety
- Anti-Bribery & Anti-Corruption

We also have the following employee related policy:

- Whistleblowing for employees

The NEXT COP Principle Standards (see COP link above) comprise:

- No forced labour or modern slavery
- Freedom of association and the right to collective bargaining
- Safe and healthy working conditions
- No child labour
- Fair wages and benefits
- Lawful working conditions
- No discrimination practiced
- Employment security
- Respectful treatment of workers

We also have additional policies on our supplier portal system covering specific supply chain issues:

- Migrant Labour
- Child Labour
- Agency Labour
- Homeworker
- Laundry Management
- Wage Retention
- Shared Premises

During the year we have revised our auditing standards and communicated these to our suppliers via our supplier portal. We also developed a new Heat Stress Guidance document, designed to support our suppliers and factories in managing one of the known climate impacts in the supply chain. We will continue to work with suppliers on this issue during the year ahead.



RISK ASSESSMENT & DUE DILIGENCE

WHERE ARE OUR HIGHEST RISKS?

We believe those areas which give rise to the highest modern slavery risk are:

- NEXT's own branded product supply chain
- NEXT's suppliers who subcontract manufacturing processes e.g. dyeing and finishing
- Specific country risks where modern slavery is higher e.g. India (restriction of freedom of movement), China (state-imposed forced labour), Myanmar (child labour)
- Specific goods or services not for resale e.g. logistics service providers, cleaning services, employment agencies, waste recycling, warehousing.

Our salient human rights risks are as follows:

- Freedom of association and collective bargaining
- Health and safety (including mental health)
- Children's rights
- Modern slavery (including wage retention)
- Wage levels
- Harassment and discrimination
- Water, sanitation and health
- Working hours

Further information on our latest salient risks are available in our Corporate Responsibility report at nextplc.co.uk.

KEY ACTIVITIES THIS YEAR

Supplier presentations were carried out in Morocco, Vietnam, Cambodia, Sri Lanka, Turkey, China and the UK, covering topics such as sourcing country challenges, supplier compliance performance, supply chain risk

areas and developing issues such as climate change impacts on workers. They also provide the opportunity for valuable conversations with our suppliers to understand each others' focus areas and improve ways of working together. We also held in-person events for suppliers to our Total Platform partners Fatface to introduce them to the Code of Practice approach. These events took place in China and India, alongside online meetings and one-to-one sessions where necessary.

In-person supplier events are planned for Italy and India during 2025. Our intention is to continue to carry out in-person supplier events in our top ten sourcing countries on a regular basis.

Unauthorised subcontracting

We have identified 26 cases of unauthorised subcontracting (subcontractors who have been engaged without our approval and therefore without us carrying out an audit) in our product supply chain through our auditing work. Where such cases are identified, we work with the supplier and factory to highlight the risks of subcontracting to unauthorised sites. The number of identified cases is only one less compared to last year, reflecting that the issue is still prevalent in our supply chain. We have highlighted this as an ongoing concern in our in-country supplier presentations, reiterating the importance we place on transparency and maintaining accurate production location details. As our COP teams are carrying out the vast majority of audits on an unannounced basis, they are better able to identify unauthorised subcontracting cases and work with suppliers to remediate.

Third-party branded suppliers

Our bespoke supplier platform was launched in 2020 as a communication tool with both new and established suppliers. We continue to

provide content for our suppliers and have tailored the content for different supplier categories. The platform also allows us to track the suppliers who have accessed the portal in a given time period, as well as the content that they have viewed. The primary benefit of the platform is the instant delivery of information straight to the brands, ensuring that all third-party brands sold via NEXT are privy to information needed to understand our expectations in relation to ethical standards.

Forced labour

We continue to closely monitor developments in relation to allegations of forced labour in the Xinjiang Autonomous Region (XUAR) of Western China.

Our Cotton Sourcing Policy includes a ban on the use of cotton from the XUAR. We do not directly source products from the XUAR at Tier 1 (product factory), Tier 2 (subcontractor to a Tier 1) or Tier 3 (fabric/yarn suppliers and spinners). Our work to ensure that products made or sourced for NEXT are free from forced labour is undertaken by our COP team and covers Tier 1 and 2 suppliers.

Traceability of our full supply chain is a key area of focus given we do not directly source raw materials. We are working closely with our suppliers and industry stakeholders to find the most effective and accurate ways to trace our supply chain to Tier 5 (raw materials).

We also work collaboratively with relevant NGOs and multi-stakeholder initiatives such as the Ethical Trading Initiative and the British Retail Consortium to share knowledge of challenges and solutions.

RISK ASSESSMENT & DUE DILIGENCE

We continue to map the raw material sources of our suppliers to provide confidence that the materials used in our products are sourced responsibly in line with our Responsible Sourcing Approach.

We take allegations of forced labour in our supply chain extremely seriously and take appropriate steps to investigate them. There are significant challenges in investigating issues of this nature. We are engaging with relevant internal and external stakeholders including the Ethical Trading Initiative and British Retail Consortium to explore proportionate and appropriate next steps.

DUE DILIGENCE & ACTION TAKEN

Concerns regarding modern slavery generally originate from one of the following sources:

- COP audits
- Whistleblowing (with third party platforms, such as 'This is My Back Yard' (TIMBY))
- Employee or third party communications

During the year we received grievances via TIMBY operating in Myanmar, India and Pakistan:

- **Myanmar** – 40 grievances received, 12 were not related to NEXT's active supply chain or we did not receive sufficient information to investigate, 28 were resolved
- **India** – 22 grievances received, 21 remediated and the remaining 1 case is still in ongoing remediation
- **Pakistan** – 49 cases received, 44 remediated and the remaining 5 cases are undergoing further investigation or remediation

- **UAE** – 7 grievances received and 7 remediated
- **Vietnam, Sri Lanka, Turkey and Cambodia** the grievance mechanisms are at the implementation stage

We finalised and circulated a Grievance Mechanism Policy to our suppliers at the end of this year, which outlines our approach to implementing effective grievance mechanisms in our supply chain. The pilot and wider roll-out has included conversations with our suppliers and factories to understand any questions or concerns and to consider their input on implementation. Our COP regional teams will continue to embed our approach through 2025.

If our employees are visiting a factory as part of their role and identify something of concern, they can contact our COP team directly. On the occasions when this has happened we have been able to put an appropriate response or action plan in place. This reflects the positive engagement of our employees and their awareness of modern slavery issues which supports the work of the COP team.

During the year we have reviewed any such concerns and agreed actions accordingly. We continue to produce internal incident reporting which provides clear visibility of where risks arise, both geographically and by category. Incidents and associated reporting are reviewed by the ESG Steering Group where actions are agreed and progress tracked. Whistleblowing incidents are reported to the Audit Committee of NEXT plc.

During 2024/25 all audits were on-site visits. **5%** of our audits were announced, which were the first audits carried out at TP partner

brand sites. **95%** were unannounced. During these audits we identified **37** cases of modern slavery related risks, of which, **11** have been successfully remediated, **16** have an ongoing agreed plan to remediate and **10** factories have been disengaged. Our priority is to support factories to resolve issues, but we will not continue to work with them indefinitely if there is no willingness to improve. Reporting which provides clear visibility of where risks arise, both geographically and by category. Incidents and associated reporting are reviewed by the ESG Steering Group where actions are agreed and progress tracked. Whistleblowing incidents are reported to the Audit Committee of NEXT plc.

FOCUS ON MYANMAR

Acknowledging that Myanmar has a higher country risk for modern slavery, we have implemented additional due diligence measures including:

- Unannounced audits every 8 weeks
- Further on-the-ground resource
- Engagement with external organisations such as the European Chamber of Commerce (see CRR Partnering for Change)
- Hosting 2 dedicated supplier engagement sessions for our supply base in Myanmar, one in September and one in December 2024, covering the following topics:
 - Human rights challenges
 - Grievance mechanisms including how NEXT uses the app TIMBY in Myanmar
 - Heat Stress and climate impacts on workers
 - Business update

RISK ASSESSMENT & DUE DILIGENCE

We continue to work with our suppliers and factories in-country, supporting them with remediation measures where necessary and communicating regularly to ensure collaboration.

FOCUS ON CHILD LABOUR

During the year, we identified 2 cases of child labour in our global supply base as part of our audit process, 1 case in Myanmar and 1 case in China.

Myanmar case:

4 children aged 14 and 15 years old were found during our audit at a factory in April 2024. The factory was committed to working on addressing the issue and agreed to follow our Child Labour remediation plan which the NEXT COP team monitors on a monthly basis. The factory HR team visits the children and their families on a monthly basis and ensures transfer of the stipends - regular financial support which removes the need for the child to be working - to the families. 1 child reached 16 years old in August 2024. 3 children are still under monitoring and will continue to receive the monthly stipends until they are 16.

China case:

One child labour case was found at a COP audit in April 2024. The factory agreed to take our Child Labour remediation plan and the NEXT COP team in China monitors the remediation every month. The child was 15 years 11 months at the time of the audit, the factory paid off his salary together with one month stipend. The boy reached 16 years old in May 2024 and NEXT contacted the boy to confirm this, therefore this case is now closed. One case of historical child labour was also identified during the audit at this site (where an individual was hired when they were not

of legal working age but at the time of the audit had reached 16). The supplier has made changes to its internal process, based on learning from the historical and live case, to prevent a similar case occurring in the future.

We continue to engage with our suppliers on child labour risks and encourage them to use the tools available to them via our supplier portal to carry out appropriate due diligence prior to introducing a new site to NEXT and as a means of continuous monitoring with existing sites.

Focus on restriction of freedom of movement
One of the indicators of modern slavery is restriction of freedom of movement, where individuals have limited opportunities to move freely.

During the year, our engagement with factories in Egypt increased and therefore our presence on the ground to complete our Code of Practice audits. In auditing these new sites, our team identified an issue of restriction on the use of toilets in 3 factories in Egypt, which is a critical non-conformity in our Auditing Standards.

One to one meetings were held with factory management in each case to understand their perspective and agree a plan to remediate the situation in an appropriate way. Our COP team worked closely with factory management and our suppliers, taking time to understand their concerns and agreeing next steps collectively. In all 3 cases, restrictions have been lifted and our teams have verified that improved ways of working have been implemented. Our approach is not to walk away from these serious issues, but to work with our suppliers and factories to agree a

remediation plan. Active sites will continue to be monitored by our regional COP team, including unannounced visits to ensure that improvements are maintained.

RISK ASSESSMENT & DUE DILIGENCE

FOCUS ON MIGRANT LABOUR

Case study

During a Code of Practice audit at one of our factories in India, the team identified that the workers were recruited through a recruitment agent and had paid a fee for completing application forms. In addition, the workers were asked to pay further charges in relation to their accommodation as the recruitment agent managed the hostel. As part of day-to-day management of the accommodation, the workers were not allowed to go outside of the facility on their own without prior approval from the recruitment agent, which is classified as restriction of freedom of movement under the NEXT Code of Practice. There were other unacceptable practices identified, including restriction on use of their own mobile phones in the hostel after 9.30pm. These practices highlight the additional risks that can be present for those workers who migrate in order to find a job, whether within their own country or to other host countries. As our approach is always to work with our factories to make the necessary improvements, we held a meeting with the supplier and factory to discuss the reasons behind the practices and agree a plan for improvement.

Remediation actions that were agreed, completed and verified included:

1. The factory created a policy on recruitment and started to educate all workers and their recruitment agents.
2. The factory refunded the recruitment fees that were given to the agent.
3. The factory started to recruit the workers directly, rather than through an agent.
4. The factory arranged free travel tickets for all interstate migrant workers.

5. The factory took on responsibility for managing the hostel and now has a designated warden, recruited directly by the factory.
6. All forms of restriction were uplifted.
7. The factory developed and implemented a policy on freedom of movement and mobile phone use.

LOOKING FORWARD

Over the year we plan to focus on the following areas:

- Expand our work on Freedom of Association and how it links to other human rights risks, talking directly with key suppliers to establish best practice on the topic.
- Continue our engagement with 3rd party brands. After reaching out to 30 brands last year, we will reach out to an additional 20 during 2025 as part of our approach in risk assessing brands that we sell on our platform.

TRAINING & COLLABORATION

TRAINING & AWARENESS

OUR EMPLOYEES & SUPPLIERS

Raising awareness and providing our employees with appropriate training remains a key focus area. Our bespoke online training course is completed by employees globally. Ongoing communication with our suppliers is crucial and our one-to-one supplier presentations have been a vital part of our approach to maintaining close contact with our supply chain partners.

Activities this year include:

- Delivering supplier presentations in Morocco, Vietnam, Cambodia, Sri Lanka, China, Turkey and the UK.
- Following successful engagement last year with NEXT's Top 35 product suppliers (by value), we have extended this to the top 50 for 2024 and completed 20 one-to-one meetings with relevant parties.
- Enrolling more users onto our bespoke platform.
- Internal COP workshops carried out with over 141 employees, including 46 from our licensing teams for the first time this year. The workshop focuses on matters like our auditing approach, audit ratings and what they mean, as well as modern slavery risks in the supply chain. We also discuss how COP fits in with the roles and responsibilities of the product teams.
- For NEXT UK over 700 new employees completed the training during the year and 880 existing employees have completed the refresher training during the year. To date, over 7,000 employees within the NEXT Group have now completed our bespoke Modern Slavery e-learning.



TRAINING & COLLABORATION

COLLABORATION

Our business cannot tackle modern slavery alone, so it is important and valuable for NEXT to work with others to develop solutions for some of the more complex and systemic problems found within global supply chains. We believe that by maintaining strong direct relationships and undertaking collaborative work with others we are able to deliver real benefits to workers in our supply chain.

Organisation	Background & Benefits	Our Partnership and Activities in 2024/25
Accord Strategic Partner	<p>We are signatories to the International Accord for Health and Safety in the Textile and Garment Industry Agreement, which commenced in September 2021. The RMG Sustainability Council (RSC) performs factory inspections in Bangladesh focusing on three areas: fire risk, electrical installations and structural condition of buildings.</p> <p>Find out more at: internationalaccord.org</p>	<p>NEXT has maintained its full support for the Bangladesh Accord as it has transferred its operations into the RSC. The RSC includes representation from brands, unions and RMG manufacturers and manages workplace safety programmes at the 1600+ Bangladesh Readymade Garment factories previously covered under the Bangladesh Accord. The RSC's work also includes remediation monitoring, safety training and an independent health and safety complaints mechanism available to workers in RMG factories.</p> <p>In 2024/25:</p> <ul style="list-style-type: none"> Overall Bangladesh Accord remediation average is 86% but NEXT Bangladesh average is 90% To date, 123 NEXT supplier factories in Bangladesh have achieved 100% remediation and received a recognition letter from RSC/Accord Since RSC established their complaints mechanism in 2015, 201 complaints have been received in relation to the NEXT supply base, with 184 closed to date.
Unseen Strategic Partner	<p>Unseen is a UK-based NGO providing the UK-wide Modern Slavery and Exploitation Helpline. Through sponsoring the hotline, we gain insight of potential modern slavery risks and how forced labour situations are being reported. This collaborative approach is important to help us mitigate risks and manage emerging threats.</p> <p>Find out more at unseenuk.org</p>	<ul style="list-style-type: none"> During 2024/25, three cases were flagged to us via the portal related to one of our logistics partners, alleging that minimum wages were not paid to some workers. We collaborated with other Business Portal member brands, who were also using the same logistics partner, to agree a singular approach. Unseen coordinated meetings where we shared information and agreed appropriate steps. We engaged directly with the logistics provider and relevant senior management at NEXT to discuss the cases. The company provided detailed information about their internal checks and processes that were followed to carry out due diligence and ensure compliance with legislation and ethical standards. We continue to liaise with Unseen and partner brands. We held a supplier event with Unseen in one of our UK warehouses for service providers including cleaning contractors and agency labour providers.
This Is My Back Yard (TIMBY) Strategic Partner	<p>TIMBY is a digital platform focused on promoting transparency, accountability, and monitoring within supply chains, particularly addressing issues related to environmental, social, and governance concerns. It empowers workers, organisations, and communities to document and report grievances such as labour rights violations, environmental harm, and other ethical issues.</p> <p>Find out more at timby.org</p>	<ul style="list-style-type: none"> In 2024/25, we received over 120 grievances through the TIMBY app. Our teams in-country follow up with the grievances to ensure the correct feedback to workers and stakeholders.

TRAINING & COLLABORATION

Organisation	Background & Benefits	Our Partnership and Activities in 2024/25
ACT Industry Membership	<p>ACT is an initiative in the garment sector that provides a means of negotiating living wages, better working conditions and productivity improvements. ACT member brands commit to supporting productivity improvements and reviewing their internal buying practices and impact on workers.</p> <p>Find out more at: actonlivingwages.com</p>	<ul style="list-style-type: none"> There have been 4 new cases of NEXT factories submitting grievances through the Bangladesh Interim DRM in the period 1st Feb 2024 – 25th Jan 2025. We attended four Member Council Meetings (in person in Paris February 2024 and online May, October and December). We prepared for the next round of Brand and Supplier Purchasing Practices surveys and Commitment Reporting which take place in the first half of 2025. We have provided input to the revisions during the year
British Retail Consortium (BRC) Industry Membership	<p>BRC is a trade association representing UK retailers. It created the BRC Global Standards, which are internationally recognised frameworks for ensuring product safety, quality, and operational standards across supply chains. BRC's ethical experts work collaboratively on the welfare and treatment of workers in the retail supply chain to develop and agree ways of working.</p> <p>Find out more at: brc.org.uk</p>	<p>In 2024/25, we</p> <ul style="list-style-type: none"> Attended meetings of the Ethical Labour Working Group. Main topics of discussion included developments in legislation relating to forced labour and human rights due diligence, best practice on addressing modern slavery, and risks in the shipping and logistics sector, as well as government policy developments and horizon scanning of upcoming issues. We are members of the Ethical Labour Working Group. Provided feedback on introduction of Fair Work Agency (FWA) via BRC. Fed back on the Labour Market Enforcement strategy. Referred to BRC updates on upcoming legislation, market news and government policy developments.
Ethical Trading Initiative (ETI) Industry Membership	<p>The ETI is an alliance of companies, NGOs and trade unions, working collaboratively to ensure working conditions and rights of workers producing for the UK market meet or exceed international labour standards.</p> <p>Find out more at ethicaltrade.org</p>	<p>During 2024/25 we worked with and contributed to ETI on:</p> <ul style="list-style-type: none"> Three Freedom of Association workshops. Just Transitions webinar and workshops, to develop knowledge of climate change impacts on workers in our supply chain, primarily focusing on extreme heat and flooding. Apparel & Textile Group meetings: Calls with fellow members in relation to unrest in Bangladesh, sharing best practice and understanding country context. Joint event in Turkey with NEXT, Sainsbury's and ETI
The European Chamber of Commerce in Myanmar (EuroCham)	<p>EuroCham serves as the voice of European business in Myanmar. Its focus is to advocate member interests and support European businesses in navigating Myanmar's business climate.</p> <p>Find out more at: eurocham-myanmar.org</p>	<p>In 2024/25, we:</p> <ul style="list-style-type: none"> Attended Myanmar Apparel Industry Buyers Forum event hosted by EuroCham in January 2025, providing an opportunity for stakeholders to network and hear about the situation on the ground as well as explore opportunities for collaboration.
United Work Local Partner	<p>United Work is an independent organisation based in Turkey who support Syrian refugees registered with the Turkish Ministry of Internal Affairs to find long term employment.</p> <p>Find out more at unitedwork.com.tr</p>	<p>In 2024/25, the collaboration ensured a smooth and efficient handling of work permits for our supply chain's migrant workforce, helping to streamline renewal and first-time application processes:</p> <ul style="list-style-type: none"> Six migrant workers from three different companies had their work permits renewed. Support was provided for the initial work permit applications of three employees.

TRAINING & COLLABORATION

Organisation	Background & Benefits	Our Partnership and Activities in 2024/25
AIDER Local Partner	<p>AIDER is an NGO based in New Delhi, India, whose mission is to transform the lives of those living in poverty – they especially focus on the empowerment of women and homeworkers.</p> <p>Find out more at aiderngo.org</p>	<p>In 2024/25:</p> <ul style="list-style-type: none"> 50 children enrolled in the creche. 96 girls attended computer and vocational training. 55 girls attended tuition centre. 30 girls enrolled on one-year diploma in Fashion Design & Technology. 70 females provided with training on crochet, pattern-making and sewing. 19 health camps held covering dental health, eyesight, nutrition, ear, nose & throat, breast cancer screening and other topics. 706 packs of menstrual hygiene items distributed to young girls. 60 girls supported to seek employment in external organisations, where they have completed computer/vocational training with AIDER. Organised an eye camp which screened 120 beneficiaries aged 40+, identifying 14 cataract patients. Facilitated cataract surgery for all patients. Undertook a shoe distribution drive which benefited over 180 students across the computer centre, tuition centre, day care centre, and sewing centre. <p>Highlight: Mamta joined AIDER's sewing centre, seeking to rebuild her life after emotional trauma. The team recognized her potential and provided motivation, counselling and training in sewing and computer skills. With support and her own hard work, Mamta found employment within months. She now works at a local shoe company and is financially independent: a testament to how the right support and skills can change lives.</p>
Benkacem (BCC) Local Partner	<p>BCC is a Moroccan NGO specializing in the promotion and training of youth and women in various fields, including empowerment, entrepreneurship, and capacity building.</p>	<p>In 2024, we successfully collaborated to provide a range of literacy and skills development courses:</p> <p>Literacy courses: 46 participants (18 sessions across two factories).</p> <p>Legal literacy: 56 participants (32 sessions across three factories).</p> <p>Soft skills: 56 participants (15 sessions across three factories).</p> <p>Financial literacy: 56 participants (3 sessions across three factories).</p> <p>Feedback from workers is that they are now able to read and write, they understand their rights and feel more confident in their daily lives. Most importantly, they can now tutor their own children, something they were unable to do before. This not only empowers workers individually but also positively impacts the wider community, as knowledge and skills gained are passed onto future generations.</p>
Impactt Local Partner	<p>Impactt supports companies to have a positive approach to human rights in the supply chain, putting workers at the centre of what they do.</p> <p>Find out more at impacttlimited.com</p>	<ul style="list-style-type: none"> In 2024/25, we continue to receive support from Impactt in relation to a historic child labour case, first identified in Myanmar in 2022. Impactt maintain contact with eight children who are still below the age of 16 and cover the following activities: Monitor the factory to pay monthly stipends to the children. Telephone communication with the children. In-person family visits to confirm the situation of each child. Liaise with the factory and NEXT on any requests made by the children or their families.

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Organisation	Background & Benefits	Our Partnership and Activities in 2024/25
KADAV Local Partner	<p>KADAV is a NGO in Turkey which supports community work in areas such as gender-based violence, migrant women and female labour rights.</p> <p>Find out more at https://www.developmentaid.org/organizations/view/91099/kadav-kadinlarla-dayanisma-vakfi-foundation-for-solidarity-with-women</p>	<p>In 2024/25, Kadav has been able to provide social support, including over 20,000 food parcels and more than 2,000 items of clothing.</p> <p>In the second half of the year, Kadav focused on supporting women and children, particularly addressing the rise in school drop-outs and early marriages. Much of the work was in the Serinyol neighbourhood, where support included both in-kind and financial assistance. Kadav plans to continue working in this community to ensure that children attend school and are protected from early marriage.</p>
SAVE Local Partner	<p>SAVE is an Indian human rights non-profit organisation that has been campaigning against child labour and for the improvement of working conditions in the spinning mills and textile factories of South India since 1993. SAVE carries out developmental programmes to uplift socio-economically poor and marginalised communities.</p> <p>Find out more at save.ind.in</p>	<p>In 2024/25, we:</p> <ul style="list-style-type: none"> • Saw 46 grievances reported. SAVE has successfully resolved 30, with the remainder still under review. • Trained 1464 members on financial literacy and helped people to connect with banking systems. • Trained 2290 members on labour and legal rights. • 1563 members received pre-departure training. • Trained 1092 women on gender based violence and prevention. • 1859 women attended a reproductive health and hygiene awareness session and 798 workers an occupational health and safety session. • Trained 3894 workers on the TIMBY App. • Educated 366 home-based workers on their rights. • Identified and trained 36 labour agents. • Provided a fair recruitment workshop for 48 participants.

LOOKING FORWARD

Over the coming year we intend to:

- Hold in-person supplier events in selected sourcing countries, including Italy and India.
- Host a follow-up supplier event in Turkey to focus on supply chain challenges including freedom of association, building safety and financial resilience.
- Continue to enhance our in-person training sessions for head office employees
- Following the initial session held this year, we will engage further with the recruitment agencies and cleaning companies nominated to supply workers into our warehouses to implement robust processes on establishing, monitoring and mitigating modern slavery risks.