

W_URTH group

Modern Slavery Statement

2025/2026

Woolovers

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The Wourth Group Modern Slavery Statement

The Wourth Group, formally the WoolOvers Group, publishes its yearly Modern Slavery Statement in accordance with the Modern Slavery Act 2015, and in conjunction with the Home Office Statutory Guidance from 2019. We continue to work hard across our business to beat human trafficking and modern slavery and this statement covers our financial year ending 30th March 2026, capturing the progress we have made.

What Is Modern Slavery?

Modern slavery is the antithesis of social justice and is a crime that violates human rights. It is the exploitation of vulnerable people for personal or commercial gain; it is when an individual deprives another of their freedom of choice and liberty. People are tricked and/or trapped into modern slavery, often due to poverty and exclusion, making them vulnerable to being exploited.

Sadly, the Modern slavery situation appears to be growing, driven by successive world crises such as covid, war and climate change along with challenging economic conditions which have disrupted employment and deepened the tragic entrapment that is all around us but often just out of sight. There are an estimated 27.6 million people in forced labour conditions and 12% of these are children. (source ILO) That equates to 3.5 people in every thousand and it's happening all over the world, in rich and poor countries alike.

Modern slavery takes many forms. The most common are human trafficking, forced labour, debt bondage/ bonded labour, descent-based slavery and forced and early marriage. In terms of profit, human trafficking is ranked as the third largest international crime industry, just behind drugs and arms trafficking. An estimated number of 800,000 people are illegally trafficked across international borders every year.

There are 161 countries affected by human trafficking. (source: www.ecpat.org).

Modern Slavery Statement from the Chief Executive

Our business started with WoolOvers Limited which has been an all-natural brand since 1989, when environmentalism was scarcely talked about. We have been caring passionately about the environment, our worker's welfare and our customers for 36 years.

A focus on ethics is at the heart of our operations and in all our endeavours, we aim to be honest and transparent. As we grow as a business and as a much larger group, we remain committed to preventing modern slavery in our name. We acknowledge the inherent compliance risks of extended supply chains and the transparency challenges and we know there is constant work to be done. It remains a key priority for us and we will continue to assess and reassess our policies so that they are best placed to ensure there is no modern slavery or human trafficking in our supply chains, or in any part of the Wourth Group. Our customer trusts us to be ethical and expects us to get this important issue right.

Signed:



Mike Lester - CEO

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31st March 2025.



The Wourth Group Structure

Wourth Group is the ultimate holding company of a group of companies, the main trading subsidiaries are WoolOvers Limited, Pure Collection Cashmere Limited , Scotts 2023 Limited; Hotter Shoes Limited and a number of other legal entities, covering apparel, footwear and hard goods.

- WoolOvers Limited is an international direct-to-consumer clothing retailer, specialising in all-natural clothing for both women and men.
- Roama is a direct- to- consumer sustainable activewear brand for women.
- Pure Collection is an international direct-to-consumer retailer specialising in premium, sustainable cashmere and beautiful womenswear.
- Thought Socks (Chester Berry Ltd) is a wholesale and direct-to-consumer colourful socks + brand.
- Scotts (2023) Limited houses Scotts of Stow; Expert Verdict & Bloom, which are all UK direct- to- consumer brands selling homeware, gardenware and faux flowers.
- Museum Selection is a direct-to-customer retailer which sells home accessories, gifts and jewellery .
- Hotter Shoes Limited is an international direct- to- consumer footwear retailer specialising in comfort footwear.

Our UK business is organised into a number of business units:

Finance, Buying, Marketing, Creative, Logistics and Customer Care.

The Group has over 650 employees based in the UK between ;

- our WoolOvers head office in Burgess Hill premises
 - our Hotter office in Skelmersdale,
 - our Scotts head office in Swindon

Beginnings...

Founded in 1989, WoolOvers is a British lifestyle brand that has been championing the use of natural fibres from the very start. Our founders loved and lived in the countryside and were immersed and inspired by nature. They believed in the virtue of nature's finest fibres such as cashmere, merino and lambswool and that remains the cornerstone of our WoolOvers brand today.

Working quietly from our home in Burgess Hill, in the beautiful Sussex South Downs, we have continued to expand our product offering of natural clothing, designing and selling sustainable knitwear, woven and jersey clothing and accessories to our customers who appreciate looking good and knowing they are shopping with an environmentally conscious business.

In a topsy-turvy world that thinks manmade fibres are sustainable, we want to keep things as natural as possible, treading as lightly on the planet as we can, knowing that in a hundred years our product will not have contributed to the eco pollution we now all witness.

We are all part of nature and true sustainability is our standard. In performance terms, there is no substitute for natural fibres, they are durable, hypoallergenic, heat regulating and above all, naturally biodegradable.

Along the WoolOvers journey, we have brought other like minded apparel brands into our group. Pure collection is the home of premium cashmere and much more, Roama is the home of sustainable activewear and Thought produce fun and characterful sustainable socks.

These brands come under the scope of this Modern Slavery Statement.

Our Supply Chains

Across all four apparel brands, we work with supply chains in 12 countries and have 71 suppliers across Italy, Portugal, Turkey, Greece, Nepal, China, Cambodia, Romania, Bali, Madagascar, Bangladesh & India.

We are proud to have really close working relations with many of our factories and have been producing our ethical and natural product with some for well over 17 years.

We know that we are only as strong as the suppliers we work with and in a world full of man-made fibres, not all suppliers are capable of meeting our natural fibre product needs, therefore these mutually strong relationships are vital. The longevity of some of these partnerships has underpinned the achievement of our sustainability goals and improving compliance year on year. However, as we grow, and as our offer evolves, so too do our needs. We have introduced several new suppliers in the last few years who have had to demonstrate their ability to ensure they are compliant and to operate transparently as per the needs of modern supply chain management. Seeing our suppliers at their facilities every year also helps to ground the relationships and build trust in information sharing and visibility.

The Wourth Group has developed a Code of Conduct that follows the Ethical Trading Initiative's (ETI) base code and outlines standards that all our suppliers must adhere to. Our suppliers must agree to adopt and uphold the ETI base code.

Founded on the conventions of the International Labour Organisation (ILO), the ETI's base code is an internationally recognised code-of-labour practice used by both large and small companies across the UK.

All suppliers must agree to meet the standards set out in our Code of Conduct, our Terms and Conditions and our supplier manual, and demonstrate they have the systems and processes in place to ensure they are compliant before they become a Wourth Group apparel partner.

Conditions and our supplier manual, before they become a Wourth Group partner. These documents all include points that cover key issues surrounding modern slavery.

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The core principles of the ETI base code are:

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour must not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practised
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

Without exception, we always set up partnerships with suppliers and factories that meet the high quality and ethical standards we set. Non compliance would lead to an automatic cessation of business.

Our on-boarding process is stringent and requires all suppliers to complete and sign our Modern Slavery Policy, Code of Conduct and Terms and Conditions, as well as other ethical compliance documentation.



Auditing and due diligence in our supply chains

We continue to see annual audits for all of our tier 1 factories and all their locations that we produce out of. All our suppliers are required to provide an independent audit and we accept the internationally recognised auditing checks of SMETA, Amfori BSCI and WRAP. We review the audit paperwork ourselves and we are working to ensure that all of our factories who have Corrective Action Plans (CAPs) as a result of their annual audit, are supported to achieve any improvements needed within the annual audit window timeframe.

But supply chain management is much more than a conventional audit trail. Gaining transparency and maintaining it is a key task to ensuring modern slavery is not part of our operations.

For the last three years, we have been working on supply chain mapping and have fully mapped our global tier 1 suppliers to give us a clear view of where our finished goods are made.

We have also contacted all of our tier 1 suppliers to provide tier 2 company names and addresses for all materials used and produced and we continue to make progress on this. It is a complex web of multiple organisations and individuals and a big information sharing task, so it is a job that is always “live” and forever changing.

We have developed an in-house database where we capture all of the tier 1 and tier 2 information and compliance activity and reporting. This is constantly managed by the Buying and Garment Technical team, as part of our day to day business.

Auditing and due diligence in our supply chains

Suppliers must sign and agree to our Modern Slavery Policy which is part of our supplier on-boarding protocol. In addition, we carry out an annual modern slavery reviews with all suppliers and this supports us being able to understand what is going on for them, where improvements are being made and to identify areas of change or risk.

We have identified that we do not manufacture any of our products or source materials from high risk regions namely the area of Xinjiang, China where forced labour conditions may exist. Similarly we do not allow cotton to come from prohibited areas – Uzbekistan , Turkmenistan, Azerbaijan and Tajikistan.

Other Wourth Group Supply Chain & Internal Policies

HR Diversity and Inclusion Policy

The Group recognises the importance of creating a working environment where diversity and inclusion are recognised, valued and promoted because we know it is in the best interests of our business, our people and community. We want all current, former and potential employees to feel they are valued and treated equally and fairly.

Whistleblowing Policy

We have established a policy to ensure that where an individual employee feels they need to raise a concern or an issue in a confidential way or if they witness any suspicious activity, they may do so without feeling they may suffer consequences. The whistle blowing policy also helps mitigate issues that can promote modern slavery within our head office.

For the Wourth Group non apparel brands, please see the Modern Slavery Statement links below

<https://www.hotter.com/page/modern-slavery>

<https://www.scottsofstow.co.uk/modern-slavery-policy>



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