



Modern Slavery & Human Trafficking Statement

RVRC Holding AB
Nils Jakobssongatan 5D
SE-504 30 Borås / SWEDEN





Statement on modern slavery and human trafficking

RVRC Holding AB (publ) ("RVRC"), together with its subsidiaries, the "Group" or we, reject all kinds of modern slavery and human trafficking.

RVRC does not tolerate any form of forced labour or child labour.

RVRC makes this statement in accordance with section 54 of the UK Modern Slavery Act 2015. The statement describes the measures we take to reduce the risk of modern slavery and human trafficking in our supply chain and thereby comply with the Modern Slavery Act 2015.

The statement is valid for the financial year ending the 30th of June 2021.

Our business and supply chain

RVRC designs high-quality, colourful and affordable outdoor products. Our products are sold D2C (Direct-to-Consumer). The company is based in Borås, Sweden. In the financial year 2020/2021 RVRC employed 48 employees and had a turnover of SEKm 897 (EURm 85).

RVRC does not have own production facilities. All products are produced with supply chain partners. The apparel supply chain is fragmented, complex and historically intransparent increasing the risk of harmful social impacts including modern slavery and human trafficking.

Our direct business partners are manufacturing (Tier 1) and trims companies. Our indirect business partners are fabric mills and dye houses (Tier 2), yarn mills (Tier 3) and raw material suppliers e.g. cotton farms, polymer producers (Tier 4).

To ensure high quality, compliance and transparency RVRC strives to keep its supplier base small and based on long-term relationships. These trust-based relationships also support an open dialogue on social and environmental conditions.

In the financial year 2020/2021 we worked with 25 manufacturers in 6 different countries.

Policies regarding modern slavery and human trafficking

Our management approach to responsible business conduct includes a number of policies, of which some of them are relevant to modern slavery and human trafficking.

The policies are based on the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the core conventions of the International Labour Organization (ILO).

RVRC Code of Conduct

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Our Code of Conduct defines clear standards and expectations to all employees on how we act in our daily work and in our various business relationships. It includes binding rules on conduct with respect to human rights, business ethics and the environment. We explicitly forbid any form of forced labour, involuntary or uncompensated work and child labour.

RVRC Supplier Code of Conduct

The RVRC Supplier Code of Conduct defines principles of human rights, labour and social standards as well as business ethics and environmental standards, that we require our partners in the supply chain to comply with. All direct suppliers are obliged to sign and comply with our Supplier Code of Conduct and to take measures to ensure that their suppliers are observing the Code of Conduct.

RVRC is a member of the business association Amfori, a recognized international business association for open and sustainable trade. To increase understanding and reduce complexity for suppliers, our Supplier Code of Conduct is based on the fundamental principles of the Amfori BSCI Supplier Code of Conduct.

In the chapter “No Bonded Labour“, we reject any form of forced and bonded labour.

In 2020/2021 96% of our suppliers had signed our Supplier Code of Conduct.

Statement on cotton from Xinjiang province

Based on the allegations of forced labour by the Uyghurs in the cotton industry in the Xinjiang province in China, we made a statement in our Annual Report for the financial year 2020/2021 prohibiting sourcing of cotton for RVRC products from the Xinjiang province.

Our suppliers, sourcing cotton, confirmed in writing, that they do not source cotton from the Xinjiang province.

Due diligence processes, risk assessment and monitoring

Modern slavery and human trafficking are very real and global risks for workers in the apparel supply chain. We identify, assess and monitor the social and environmental risks in our supply chain based on the OECD Guidelines for Multinational Enterprises (2011) and the OECD Due Diligence Guidance for responsible business conduct (2018).

In the guidelines we specifically address the risk of forced labour. Our risk identification and scoping cover all direct and indirect suppliers in the supply chain based on country risks and specific sub-sector and product related risks. An example of increased risk of forced labour is the use of migrant workers often hired through employment agencies.

Based on the identified risks RVRC regularly assesses and monitors its suppliers through self-assessments, certifications, annual meetings and third party audits. In the financial year

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2020/2021 88% of RVRC's suppliers, covering 96% of volume, had a valid and acceptable BSCI Audit.

RVRC uses its assessments for continuous dialogue and corrective action plans with its suppliers, when improvements are needed. Depending on the supplier compliance with our Supplier Code of Conduct external audits are repeated annually or every second year. The ongoing character of the monitoring aims to give us a comprehensive overview of supplier performance and improvement.

If non-compliance is detected and the supplier is not willing or able to improve, RVRC reserves the right to sanctions including termination of the business relationship.

Our Supply Chain Due Diligence Guidelines also describe our assessment and onboarding of new suppliers. All new direct suppliers must accept and sign our Supplier Code of Conduct and the general terms and conditions, and take measures to ensure that their suppliers are complying with the RVRC standards. Based on its risk-based approach RVRC will request documentation from the suppliers on social and environmental conditions including potential third-party audits.

If the assessments show need for corrective action, RVRC can still commence cooperation with the supplier, as long as there is commitment to implement agreed initiatives and as long as no zero-tolerance issues like forced labour or child labour have been identified.

The RVRC supply chain due diligence and monitoring cycle is meant to create transparency, cooperate on improvements, track tangible results and thereby reduce the risks of harmful social impacts. The main indicator of effectiveness is the audit performance of our direct suppliers on social compliance including measures against slavery and human trafficking. RVRC reports detailed compliance documentation in the sustainability section of its Annual Report 2020/2021.

Grievance mechanisms and training of workers and employees

RVRC works with Amfori to improve social conditions in our supply chain. We and Amfori encourage all suppliers to set up or participate in operational-level grievance mechanisms for their workers. Well working grievance mechanisms can be effective as early warning systems and to report actual cases related to human rights and labour conditions. Their effectiveness is highly dependent on worker knowledge, which is why RVRC is actively monitoring worker awareness of their rights and responsibilities.

At RVRC we have an established whistle-blower function for all employees that can also be used to report potential cases on modern slavery and human trafficking.

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All RVRC employees undergo annual trainings in sustainability topics. As described in our Annual Report 2020/2021 new training in our policies including human rights and forced labour is planned for 2021/2022 for all our employees.

We also encourage our suppliers to take part in the training courses on human rights and labour conditions offered by Amfori.

Approval of statement

This statement was approved by the Management Board and signed on its behalf by Pernilla Nyrensten, CEO and Niclas Nyrensten, Creative Director and responsible for ESG.

Handwritten signature of Pernilla Nyrensten in blue ink.

Pernilla Nyrensten

President & CEO

Handwritten signature of Niclas Nyrensten in blue ink.

Niclas Nyrensten

Creative Director

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