

SELFRIDGES GROUP

Selfridges Group
Modern Slavery Statement 2022/23

SELFRIDGES GROUP

Contents

03 | Introduction

04 | Our Group

08 | A sustainable future

10 | Our governance

12 | Our approach:

Risk assessment

Our people

Our supply chain

Investigating issues

18 | Monitoring effectiveness

Introduction from the Selfridges Group Sustainability Director

As businesses recover from the impacts of the Covid pandemic and stare into geopolitical volatility and a cost-of-living crisis, it is easy to feel overwhelmed. While modern slavery may not capture headlines, it is not relegated to history as it should be. In fact, it has been compounded by ongoing social and environmental crises. The latest credible assessment estimates that on any given day, there are 27.6 million people living in modern slavery in the world of work, an increase of 2.7 million since 2016. Although more than half of those in forced labour are found in Asia and the Pacific, modern slavery is a global problem that no region can consider itself free from. More than 1 in 10 of those trapped in modern slavery are children.¹ This is clearly unacceptable.

In that light, we are pleased to publish our fourth Modern Slavery Statement for the year ending 28 January 2023, describing the steps taken to prevent

modern slavery in our businesses and supply chains. In 2022, the sale of the Selfridges Group took place, creating an opportunity to assess and evolve our current approach. Our commitment to sustainability, ethical trade and tackling modern slavery remains unwavering, especially against the worsening backdrop described above.

Our approach to modern slavery remains guided by our Five Imperatives as operationalised in our sustainability framework, the Stairway to a Sustainable Future. Over the last year, we developed our approach through collaboration across the Selfridges Group. We built on existing measures by rolling out enhanced Group-aligned brand partner and supplier Ethical Trade Requirements, and an associated due diligence programme. Furthermore, we prioritised training and communications to help raise awareness of modern slavery throughout our organisation.

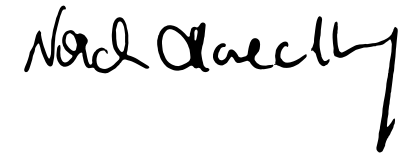
During the year ahead we will continue to work collaboratively within the Group and across our supply chains; continue to build our due diligence processes; deliver further targeted training and communications; and review the efficiency and effectiveness of key internal processes. We will examine the governance of modern slavery risk as part of a wider business governance review, to ensure modern slavery risk continues to be appropriately managed and prioritised.

We remain committed to supporting the aims of the Modern Slavery Act and protecting all those who work across or with our Group.

Christian Toennesen
Selfridges Group
Sustainability Director

Approval

This Statement was approved by SHEL Holdings Europe Limited Board of Directors on 27 July 2023



Norah Hanratty
Selfridges Group Chief
Financial Officer

28 July 2023 | Signed for and on behalf of Selfridges Group, SHEL Holdings

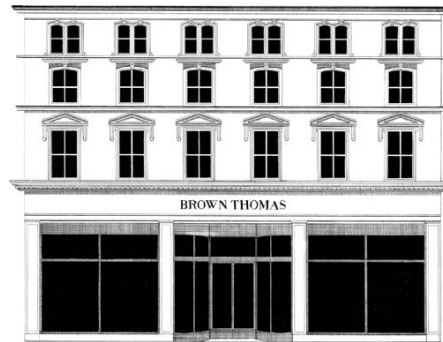
SELFRIDGES GROUP

Our Group

We are a family of four brands working to imagine and create a sustainable future for our people and customers. We are trusted to understand our customers' needs and desires, leading in creativity and innovation in fashion, beauty, home, accessories, food and the experiences we offer across our stores and digital platforms. We consistently work to ensure a seamless and inclusive customer journey and experience throughout our businesses.

In the summer of 2022, Selfridges Group was sold. It is now comprised of Selfridges, Brown Thomas Arnotts and de Bijenkorf.

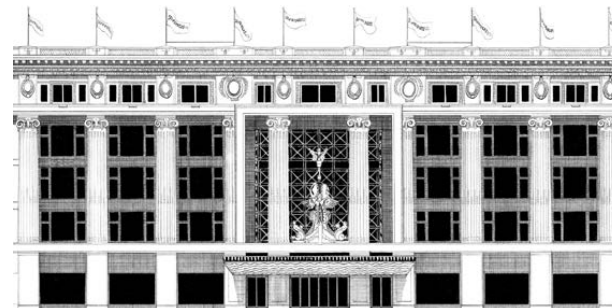
Our businesses



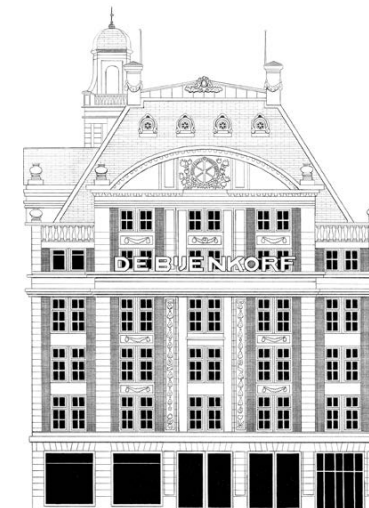
Brown Thomas
Ireland



Arnotts
Ireland



Selfridges
UK



de Bijenkorf
The Netherlands

SELFRIDGES GROUP

Our businesses

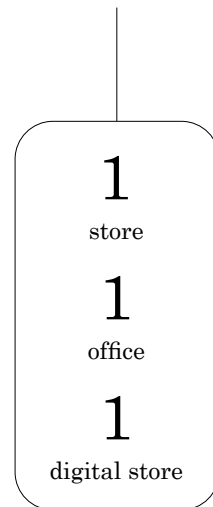
Brown Thomas¹ *Ireland*

Established in 1849, Brown Thomas is Ireland's premier lifestyle retailer offering an unparalleled luxury shopping experience. It is a destination for Irish and international visitors alike.



Arnotts¹ *Ireland*

Arnotts is a Dublin institution. As Ireland's oldest and largest department store, it has held a special place in the city's cultural history since 1843.



Selfridges *UK*

Selfridges is more than a shop - and since 1909, it has been a social centre powered by imagination, curiosity and creativity.



de Bijenkorf *The Netherlands*

More than a department store, de Bijenkorf is a celebration of art, design, and innovation, and was founded in 1870.



¹ Brown Thomas and Arnotts are two brands operating as a single entity (Brown Thomas Arnotts Limited) sharing all operations and infrastructure including their head office.

SELFRIDGES GROUP

Our people

Selfridges Group is both global and local; and that is our strength and the source of our success. The people who work directly for us and within our supply chains come together to enable us to meet the needs and desires of our customers. We categorise them into several groups.



Our people¹

Team members: Our team members include everyone who is directly employed by one of our businesses, in our stores or our business head offices and our central Selfridges Group team. We combine the collective power of the Group with the rich, targeted knowledge of our visitors and teams across Ireland, the UK and the Netherlands.

Brown Thomas Arnotts:

1,500
team members

Selfridges:

3,000
team members

de Bijenkorf:

2,500
team members

¹ Figures stated are estimates as of 28 January 2023 unless otherwise stated.

SELFRIDGES GROUP

People in our supply chains¹

Brand partners and suppliers: Our businesses neither own nor operate production or manufacturing facilities, so we rely on our trusted brand partners and suppliers to provide us with products and services. Our brand partners and suppliers employ millions of people across the world, with only a tiny minority working on our sites. We have three types of supply chain partners:

Own branded goods suppliers:	Brand partners:	Suppliers of goods and services not for resale:
<p>These suppliers provide branded items, such as packaging, or work directly with some of our businesses to create small select ranges of own brand products.</p>	<p>Most of the products our businesses sell are from third-party brand partners. Our businesses do not directly source these products, but curate them for the people visiting our stores.</p>	<p>Our Procurement teams and internal stakeholders directly engage with these suppliers to provide the products and services which we don't sell but which keep our businesses going.</p>
<p>Brown Thomas Arnotts: 35 suppliers</p> <p>Selfridges: 80 suppliers</p> <p>de Bijenkorf: 19 suppliers</p>	<p>Brown Thomas Arnotts: 2,600 brand partners</p> <p>Selfridges: 2,800 brand partners</p> <p>de Bijenkorf: 1,500 brand partners</p>	<p>Brown Thomas Arnotts: 900 suppliers²</p> <p>Selfridges: 2,000 suppliers</p> <p>de Bijenkorf: 1,900 suppliers</p>

People working on our sites:

Alongside our team members, other groups of people work on our sites, including agency workers, contractors, concession staff and consultants. They are not directly employed by our businesses but are managed by the brand partners and suppliers we contract with.

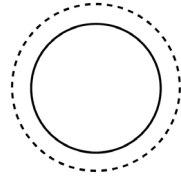
<p>Brown Thomas Arnotts: 2,400 suppliers</p> <p>Selfridges: 9,300 suppliers</p> <p>de Bijenkorf: 1,800 suppliers</p>
--

¹ Figures stated are estimates as of 28 January 2023 unless otherwise stated.
² Figure estimated based on the number of supplier payments made during 2022/23.

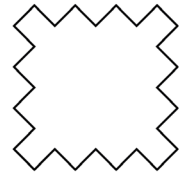
A sustainable future

Introducing the Five Imperatives

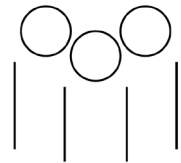
Developed in 2021, our Five Imperatives set out the most material sustainability challenges and opportunities in our industry, the responses to which will drive our business forward and help us progress against the biggest issues of our time. For each Imperative we have defined plans, roles and responsibilities, executive sponsorship, and desired outcomes.



Climate
Responding to the climate crisis and becoming a net zero business



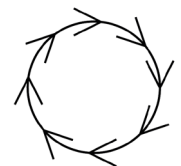
Materials
Switching to environmentally low-impact and responsible materials



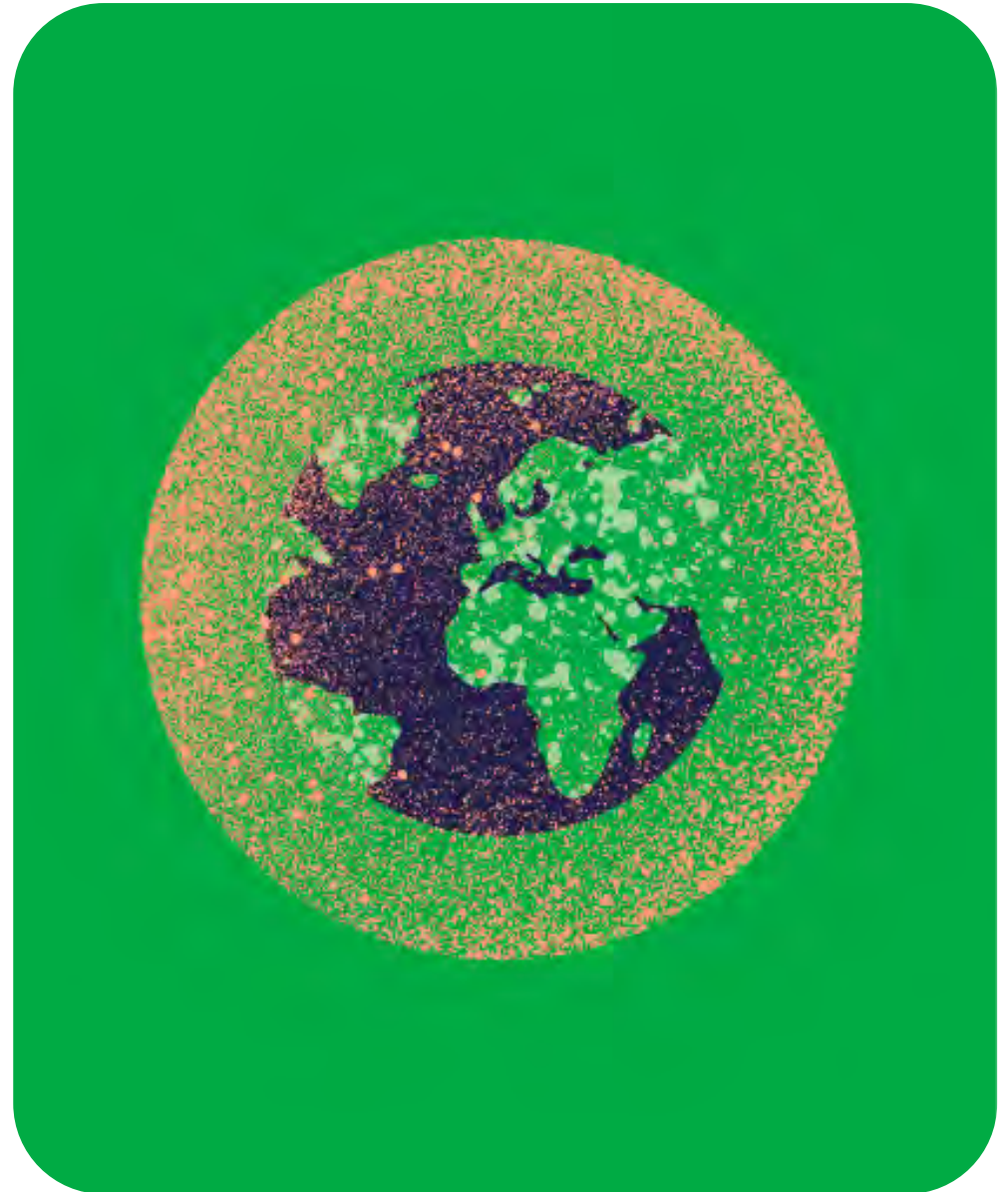
Livelihoods
Promoting decent work and healthy livelihoods across our value chains



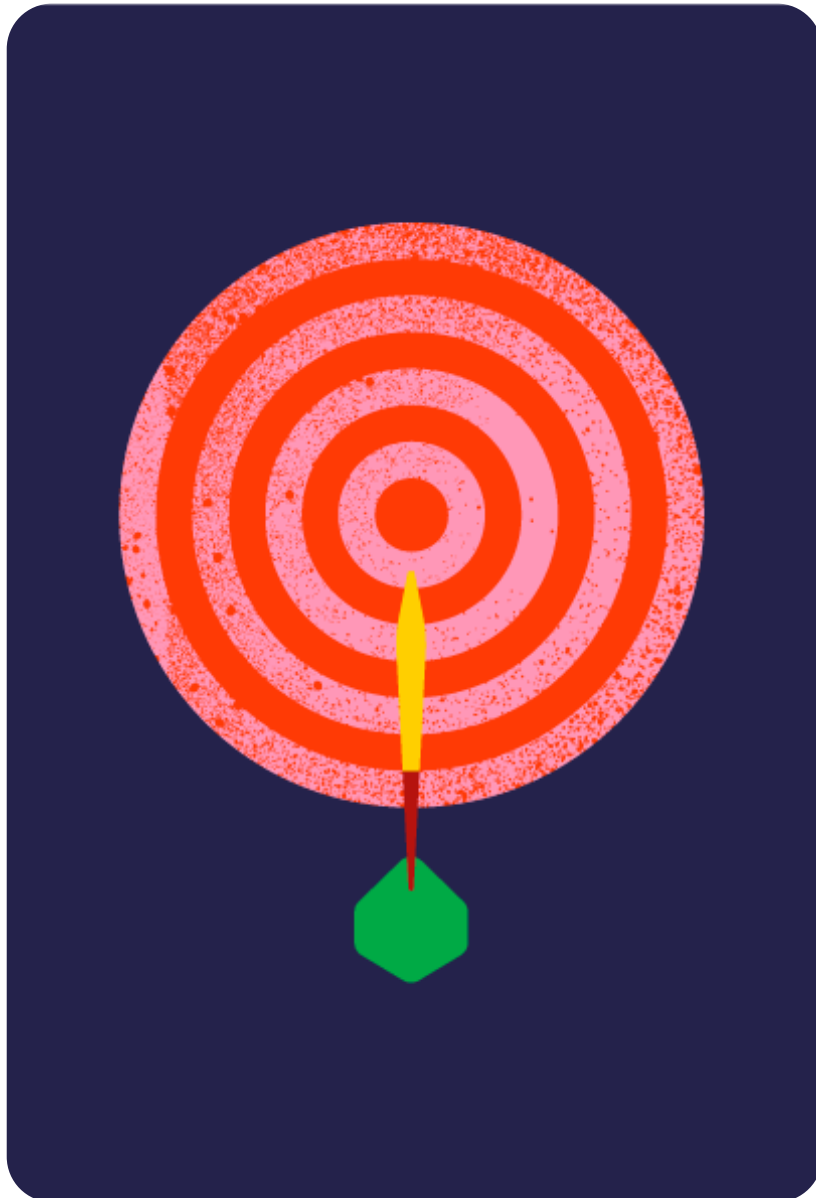
Workplace
Creating a rewarding and inclusive workplace like no other



Circular
Mainstreaming new circular business models



SELFRIDGES GROUP



Three of the Five Imperatives come with a direct or indirect focus on people and human rights, namely:

Materials
This creates a framework for us to focus on ethically sourced materials and improved traceability.

Livelihoods
Provides progressive guidelines for us to manage ethical trade risks and considered purchasing practices within our value chains.

Workplace
Sets out priority areas within the workplace on our sites and premises.

We provide our operating businesses with high levels of autonomy to tackle the Five Imperatives. Their plans and actions are guided by an operating framework that creates a path towards a sustainable future. Ever evolving, it has underpinned our Group sustainability strategy since 2017 and comprises 19 goals, each mapped against one of the Five Imperatives. The key goals that address modern slavery are:

No 3
Increase low-impact materials and traceability

No 7
Manage ethical trade risks

No 8
Elevate purchasing practices

No 13
Ensure fair and competitive pay

Our governance

The section below describes our governance structure during 2022/23. We will be reviewing our governance of modern slavery issues as part of a wider review of business governance taking place in 2023/24, following the sale of the Group. This will help ensure modern slavery risk continues to be appropriately resourced and managed.

Our group governance:

The Group Executive Committee is ultimately accountable for our compliance with the Modern Slavery Act reporting requirements, and oversee the progress of our wider sustainable business strategy.

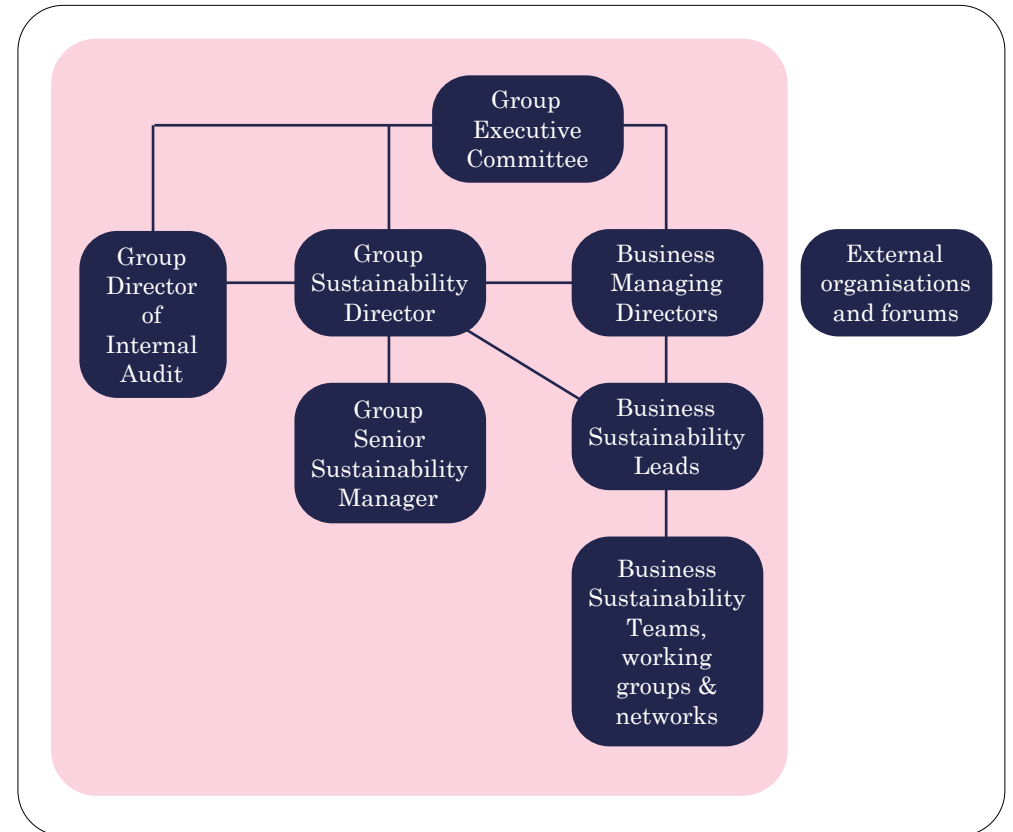
Our business governance:

Sustainability risks, including those relating to modern slavery, are also included in relevant business

risk management mechanisms and are discussed regularly in general business reviews.

Our sustainability specialists:

Our Group Sustainability Director is responsible for the day-to-day design and management of our Group sustainability programme. They, and our Group Senior Sustainability Manager, work closely with each of the Business Managing Directors and Sustainability Leads to support the development and implementation of each business' sustainability strategy ensuring alignment with Group key priorities. The businesses access additional specialist support to tackle modern slavery through forums and organisations to further enhance their approaches.




SELFRIDGES GROUP


Our governance

Forum	Scope	Membership	Cadence
Sustainability Dashboard Reporting	Businesses report progress against the Stairway to a Sustainable Future for review by the Group Managing Director.	Business Sustainability Leads, Group Sustainability Director, Group Executive Committee.	Monthly
Risk Management Committee	Advises the Board and Audit Committee on the Group's overall risk profile. Utilising the businesses' bottom-up assessment of key risks, the Committee reviews how those risks impact the overall strategic objectives of the Group.	Group Chief Financial Officer (Chair), Group Director of Finance, Group General Counsel & Company Secretary, Group Director of Internal Audit, Group People Director, Head of Group Business Development, Group Sustainability Director, Selfridges Communications Director, Group Head of Risk & Insurance.	Quarterly
Sustainability Leads Meeting	Cross-business forum to discuss strategic priorities for sustainability, addressing monthly challenges and long-term goals across the Group, inclusive of modern slavery related risks, concerns or new initiatives.	Group Sustainability Director (Chair), Group Senior Sustainability Manager, Business Sustainability Leads.	Monthly
Product and Materials Workstream	Cross-business meeting with the Group sustainability teams to discuss due diligence, modern slavery risk and wider supply chain and materials issues.	Group Sustainability Director (Chair), Group Senior Sustainability Manager, Business Sustainability Leads, Business Sustainability Teams.	Monthly

Our approach: Risk assessment

In the context of modern slavery, we focus our efforts where they are most needed and effective by taking a risk-based approach. By way of segmentation, we first consider our three groups of people in relation to the risk associated with their location, the industry they work in, the existing measures we have in place, and our level of control and influence.

 Low risk category

 High risk category



Team members:

Our risk assessment: The modern slavery risks within our team member population are low due to several key factors within our business structure. The roles within our company are office-based or retail, which are considered lower risk industries for modern slavery. We also directly recruit and manage our team members, allowing us to maintain oversight and accountability throughout the entire process. Formalised people policies, processes and controls in place help to mitigate any potential risks, ensuring a safe working environment for all our team members, and as most head office roles can be performed remotely, we have provisions in place to ensure the safety and wellbeing of individuals off site. Furthermore, whilst modern slavery is a global concern, the countries in which we operate have a lower prevalence than elsewhere in the world.

Our action: For this group, our priority is to raise awareness of modern slavery issues, the signs to look out for and where to seek support or raise concerns.



People working on our sites:

Our risk assessment: This group includes agency workers, contractors, concession staff and consultants based on our sites. The risk within this population of people is higher compared to team members, but still comparatively low. As we do not directly recruit or manage this group of people, our concession and supplier partners are responsible for employment procedures and ensuring workers' identity documents and their right to work are verified accordingly. In addition to retail workers, people working on our sites include workers in industries of higher risk such as construction, cleaning, security, and other areas where temporary work is prevalent. During peak periods, there may be a need to increase the number of temporary workers in our businesses.

Our action: For this group, our priority is ensuring that the organisations that employ these people directly have appropriate measures in place to tackle modern slavery. We have visibility of their practices as we work alongside them, with a focus on increasing awareness and highlighting where to raise concerns.



Brand partners & suppliers:

Our risk assessment: We acknowledge that our greatest risk of modern slavery lies within our brand partners and suppliers. This risk is increased due to the large and dispersed workforce associated with this group. Our brand partners and suppliers employ workers from a diverse range of countries and industries, some of which have a higher prevalence of modern slavery. This is an area of the business we have limited control over as these are our indirect supply chains. Whilst we do have formal measures in place, including contractual requirements, we recognise that ensuring meaningful assurance of the absence of such issues, and the effectiveness of measures across all suppliers is a constant challenge.

Our action: For this group, our priority is to set out clear expectations and standards, and to ensure these are followed by our brand partners and suppliers. We target our due diligence where there is higher risk and we can have the greatest influence in each of our three categories of own brand goods suppliers, brand partners, and suppliers of goods and services not for resale. We also collaborate with partner organisations to help us tackle risks presented, including Stronger Together.

SELFRIDGES GROUP

Our approach: Our people

Our approach to tackling modern slavery includes policies, due diligence processes, training and communications. We take the below actions to set out and implement our standards, identify and tackle issues, and raise awareness amongst our team members.

Policies

Human resources policies and processes:

Our codes of conduct, and people policies and processes define our expectations of, and our responsibilities towards, our team members. Our policies are provided to new starters, are referenced in inductions, mentioned in handbooks and are available on our businesses' intranet sites.

Selfridges Group Code of Ethics:

Central to our Code of Ethics is our commitment to creating a sustainable future, and respecting people is part of this. This has been communicated across the Group and we continue to find ways to ensure our values are embedded in our ways of working. de Bijenkorf has its own Code of Ethics which is shared with new team members when they join the business. Brown Thomas Arnotts also created their version of the Code of Ethics and provided training, to help give further emphasis and bring it to life in the context of their business.

Due diligence processes

Right to work:

We review our new team members' right to work as part of our onboarding process. Our systems are either automated to prompt checks on a person's right to work and visa requirements, or we have a standard process in place to ensure checks are completed regularly.

Grievance processes:

We have grievance processes in place for team members to address any concerns or issues that they have.

Proactive monitoring:

We monitor key team member details via our HR information systems to identify and investigate any unusual patterns which might indicate an issue.

22/23 Highlight

In 2022 Brown Thomas Arnotts took over the management of their distribution centre. This decreased our risk of modern slavery, enabling us to directly manage and recruit team members who work in this area of the business.



SELFRIDGES GROUP

Training and communications

Inductions:

Every new team member completes an induction which includes an introduction to sustainability that covers our social risks and priorities.

Sustainability engagement:

Our businesses have their own means and approaches to engage team members in sustainability which include colleague communities, standalone messaging, as well as sustainability being woven into business communications.

Buying and Procurement team communications:

Our Buying and Procurement teams receive various sustainability communications and participate in engagement activities throughout the year. They are also made aware of modern slavery risks as part of our Ethical Trade Requirements and the associated briefings.

Modern slavery briefings and training:

Selfridges and Brown Thomas Arnotts have provided modern slavery briefings or training to key groups of stakeholders who interact with people in categories of higher risk. This is to raise their level of awareness, highlight signs to look out for and explain the steps to take if an issue or concern should arise. Elements of this training were delivered in partnership with third-party experts, Stronger Together.



22/23 Highlight

E-learning across the group:

Each of our businesses now has a team member e-learning module on sustainability which covers in part or is specifically on modern slavery. The modules are bespoke for each business and are mandatory for key groups of people to complete. Brown Thomas Arnotts' training focuses on sustainability more generally giving new starters a clear overview of their sustainability approach and how it fits within wider business strategy. de Bijenkorf developed a new e-learning module during the year, covering the risk of modern slavery within their supply chain. It is targeted at buying, store, contact centre and management teams. Selfridges further promoted their existing modern slavery e-learning module which covers what modern slavery is, how it is relevant to their business and team members' everyday lives, the key signs to look out for and actions to take to prevent or report issues. It is targeted at management and leadership teams but is available for all team members to access and forms part of their induction process. A total of 4,300 team members completed the business e-learning modules in 2022/23.

Our approach: Our supply chain

In addition to our internal measures, we have policies, due diligence processes, training and communications targeted at companies in our supply chains. These actions and interventions were enhanced in 2022/23 to reduce the risk of modern slavery occurring within our supply chains. Our suite of actions is set out below.

Policies

Ethical Trade Requirements:

Our Ethical Trade Requirements, part of our standard Terms and Conditions, apply to our brand partners and suppliers, including contractors and concession partners. These include clauses on modern slavery, require compliance with any applicable modern slavery legislation, are aligned with the ETI Base Code and ILO Conventions, and apply across all tiers of our supply chain. They are discussed and referenced by our Buying and Procurement teams in the brand partner and supplier conversations when applicable.

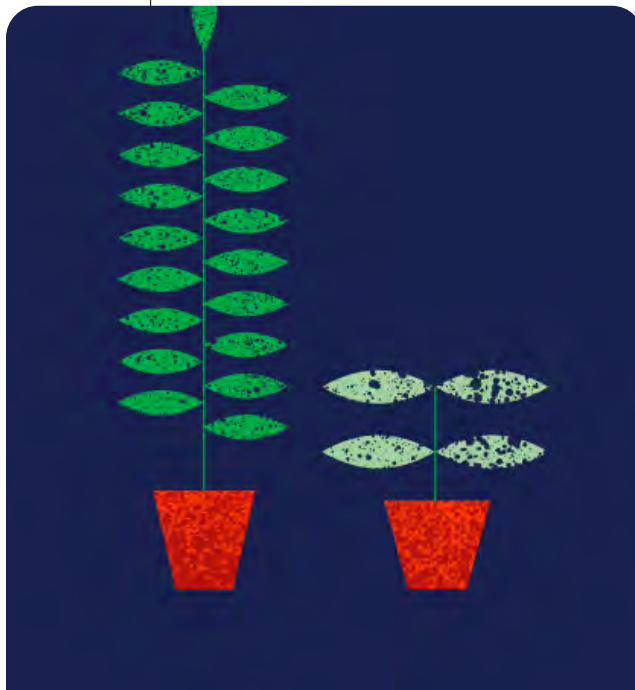
22/23 Highlight

Group-aligned Ethical Trade Requirements:

Over the last couple of years, we have been working to align these requirements across the Group to help provide a consistent set of standards. This is particularly helpful for brand partners or suppliers working with multiple businesses within our Group. It also enables us to take collaborative action to support our brand partners and suppliers in understanding and complying with these standards. During 2022/23 we rolled out these aligned standards. Selfridges is additionally investigating how these can be further supplemented with guidance for suppliers in higher risk areas such as labour providers or contractors.

Purchasing policies and practices:

Selfridges and Brown Thomas Arnotts have considered sustainability, ethical trade or modern slavery in either their procurement policies, purchasing practices guidance or request for proposal processes.



SELFRIDGES GROUP

Due diligence processes

Contractor, concession, agency and supplier checks:

We rely on our contractors, concessions, agencies and suppliers to ensure people working for them on our sites are eligible to work and comply with our policies and procedures. This is set out in our Ethical Trade Requirements.

Responsible managers:

Managers in our business, and our contractor and concession teams, are responsible for the safety and wellbeing of those who work in their areas when on our sites.

Self-Assessment Questionnaire:

Our due diligence Self-Assessment Questionnaire is sent to targeted brand partners and suppliers across our own branded goods suppliers, brand partners and suppliers of goods and services not for resale. Taking a modular approach, the information collected helps us develop a comprehensive risk profile of our supply chains and take necessary steps to reduce the risk or tackle any issues. This includes an assessment of modern slavery risk.

22/23 Highlight

Group-aligned Self-Assessment Questionnaire:

During the year we rolled out a Group-aligned set of questions and approach to reviewing, rating and responding to brand partner and supplier answers. This helps us work more collaboratively, efficiently, and consistently across the Group. We are refining our cross-business process to enhance information sharing, investigations, and escalations where necessary. The number of brand partners and suppliers targeted via the Self-Assessment Questionnaire process is linked to executive remuneration. Some businesses supplemented the Self-Assessment Questionnaire with other methods of due diligence, including site visits and reviewing third party audit reports for targeted suppliers.

Materials Commitments:

Our Group-wide Materials Commitments guide us in ensuring that the most environmentally impactful and high-volume materials we sell come from certified, sustainable sources. Many of the third-party certifications we rely on consider fair treatment of and human rights practices surrounding workers in global supply chains.

Increasing transparency of supply chains:

de Bijenkorf has published data on some of its key own branded goods suppliers. This is to help increase transparency, as well as understanding where products are sourced from.

Training and communications

Brand partner and supplier briefings:

Our Buying and Procurement teams regularly discuss our approach to sustainability and ethical trade during commercial conversations and have specific sustainability discussions with our key brand partners and suppliers where relevant.

Contractor training:

Selfridges includes modern slavery as a topic in its contractor induction and has made a concerted effort to raise awareness through the addition of posters in key contractor work areas.

Stronger Together supplier training:

Selfridges commissioned Stronger Together to run training sessions for groups of their service and labour providers. This covered what modern slavery is, modern slavery myths, signs to look out for, proactive actions to take and where to access support.

Our approach: Investigating issues

Our approach to understanding and investigating issues within our supply chain considers both individual and industry-wide systemic risks. Issues may be brought to our attention through internal reports, by a brand partner or supplier or by investigative journalism reports. How we deal with issues raised varies on a case-by-case basis, within the parameters below.



¹ Reduction in calls is partly due to the sale of Selfridges Group taking place in 2022. The accessibility and awareness of our Speak Up Helpline is also being assessed as part of our plans for 2023/24.

Investigating individual issues

Whistleblowing:

Our Speak Up Helpline is a dedicated confidential whistleblowing and support line. This is accessible 24 hours a day, all year, by anyone who works for or with us, including everyone working in our supply chains, whether they are on our sites or not. It is promoted alongside other mechanisms through channels which include team member and concession partner guides, on payslips, in our Ethical Trade Requirements and team member communications. 16 calls were made in total to the helpline in the financial year 2022/23, but none were related to modern slavery.

Year	Calls
2019 - 2020	75
2020 - 2021	53
2021 - 2022	27
2022 - 2023	16 ¹

On our sites:

Any issues relating to our own people or those working for our suppliers can be raised via our Speak Up Helpline, our Human Resources team, and if in the UK, the UK Modern Slavery Helpline. If an issue were to be raised, the local incident and crisis management process would be followed. During the year, Selfridges undertook a crisis management exercise using a modern slavery specific scenario to test the operating effectiveness of its escalation process. This resulted in opportunities to further enhance its process, which are now being progressed.

In our supply chains:

When we become aware of individual potential issues within a brand partner's supply chain, our businesses immediately contact the relevant brand partner or supplier, working together where issues impact more than one area of the Group. This is to understand whether or not the issue has arisen in the supply of any of our own goods and services, and what steps are being taken to investigate the potential issues, to support any victims, and to remedy individual instances. Secondly, to understand the processes and controls in place to prevent reoccurrence and understand whether there is any wider risk, we also consider whether there is a risk the issue could appear elsewhere in our supply chains and take necessary steps to investigate. Lastly, we consider how any issues may impact the focus of our risk assessment and due diligence processes.

Considering risks associated with systemic issues

In addition to investigating individual issues which arise, we also take action to understand and mitigate the presence of industry-wide systemic issues in our supply chains.

Forced labour in the cotton industry:

There are sadly systemic human rights abuses associated with cotton production throughout the world. In response to this, this year we added in wording to our Ethical Trade Requirements which prohibits materials, including cotton, sourced from countries or specific regions where there exists credible information to suggest that forced or child labour is used in the production of such materials. Our Self-Assessment Questionnaire also identifies suppliers of cotton and asks for detail on provenance and processes in place to prevent the occurrence of forced labour. Depending on a brand or supplier's response, our businesses hold follow-up conversations accordingly.

Monitoring the effectiveness

Monitoring key measures helps us identify and mitigate risks, evaluate whether our approach is effective, direct our future activity, and highlight potential areas of improvement. Each year we review the measures we use to help us continue to do this. We intend these measures to grow and evolve as we refine our approach. Our businesses report their headline sustainability performance as part of our regular dashboard reporting. The dashboards include measures on team member awareness and engagement, supply chain visibility, non-compliances, and brand and supplier engagement. In addition to this, sustainability risk is considered in monthly business risk reviews.

Our plans for 2023/24

Over the next year, we intend to further develop our approaches to tackling modern slavery, including through the following actions and initiatives:

Continuing to partner with third-party specialists to help us identify where we can make further improvements.

Enhancing brand partner and supplier due diligence processes including launching a Self-Assessment Questionnaire system to extend coverage and enhance our visibility of supply chain risks.

Delivering training sessions and providing guidance for colleagues who interact with people in higher risk areas.

Updating our Code of Ethics to reflect the vision and priorities of our new owners, and communicating and embedding this across our businesses.

Developing a step-by-step modern slavery and ethical trade response plan.

Assessing the accessibility and awareness of our Speak Up Helpline by expanding the ways in which to raise issues, and provide greater visibility of the channels available.

SELFRIDGES GROUP

In accordance with section 54 of the Modern Slavery Act 2015, this document sets out SHEL Holdings Europe Limited and each of its key operating businesses' (Selfridges Group's) Modern Slavery Statement for the reporting year from 29 January 2022 to 28 January 2023.

This Modern Slavery Statement covers SHEL Holdings Europe Limited, together with the following entities that are direct and indirect subsidiaries of SHEL Holdings Europe Limited and the key operating subsidiaries that comprise Selfridges Group: Selfridges Retail Limited, UK; Magazijn de Bijenkorf B.V., the Netherlands; Brown Thomas Arnotts Limited, Ireland. Cambridge Retail Group Holding Limited, as the parent company of SHEL Holdings Europe Limited, has devolved responsibility for the production of a Modern Slavery Statement to SHEL Holdings Europe Limited.

Throughout this Statement where we refer to our businesses, it is in relation to Selfridges, Brown Thomas, Arnotts, and de Bijenkorf. We describe the consistent Selfridges Group approach in place, with examples of some of the activities individual businesses have in place. Where team members, brand partners and suppliers are mentioned, we refer to those people or companies engaged

by the businesses within Selfridges Group. Following the sale of Selfridges Group, in the summer of 2022, Selfridges Group is now comprised of Selfridges, Brown Thomas, Arnotts and de Bijenkorf.

In addition to this statement, Selfridges Retail Limited, and Brown Thomas Arnotts Limited have published their own Modern Slavery Statements, setting out more detail on the steps taken to prevent modern slavery from occurring with their businesses and supply chains.

For all comments or queries in relation to this document, please contact us at: ethics@selfridgesgroup.com

To raise any concerns please contact:
Selfridges Group Speak Up Helpline:
United Kingdom phone:
0808 234 7287
Republic of Ireland phone:
1 800 552 072
Netherlands phone:
0800 023 2214 / 0800 250 5001
Online:
www.selfridges.ethicspoint.com

UK Confidential Modern Slavery Helpline:
United Kingdom phone:
08000 121 700
Online:
www.modernslaveryhelpline.org/report