THE PERFUME SHOP

Modern Slavery and Human Trafficking Statement

The Perfume Shop Limited

Financial year ended 27 December 2025

This Modern Slavery and Human Trafficking Statement is published by The Perfume Shop Limited in accordance with section 54(1) (Transparency in Supply Chains) of the Modern Slavery Act 2015. It sets out the measures taken during the financial year ended 27 December 2025 to prevent modern slavery and human trafficking within our business operations and supply chains.

Previous Modern Slavery Statements can be found here:
Modern Slavery Statement | The Perfume Shop

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1. Message from our Managing Director – Gill Smith

During 2025, we made tangible progress in strengthening our approach to preventing modern slavery across our business and supply chain.

At The Perfume Shop, people are at the heart of everything we do. Every individual deserves to work free from exploitation and harm. During 2025, we continued to strengthen our approach to preventing modern slavery across our business and supply chain. While we are proud of the progress we have made, we remain clear that tackling modern slavery is an ongoing commitment that requires continued focus, collaboration and improvement.

Modern slavery remains a serious global human rights issue, and during 2025 ongoing geopolitical instability, economic pressures, climate related disruption and migration challenges continued to increase vulnerability to exploitation across many sectors, including retail, logistics and global manufacturing.

As a leading UK and Republic of Ireland perfume retailer with a complex international supply chain, we recognise our responsibility to act ethically, transparently and with vigilance, and to play our part in addressing these risks wherever they may arise.

Throughout 2025, we built on the foundations established in previous years by strengthening governance, enhancing awareness and training, and working closely with suppliers and partners to identify and mitigate risk. Our continued partnerships with Unseen and The Mekong Club, alongside active participation in the AS Watson Modern Slavery Steering Group, have helped us to further embed human rights considerations into our day-to-day decision-making. While no substantiated cases of modern slavery were identified within our business during the year, we remain committed to acting with integrity, focused on continuous improvement and on strengthening our approach to prevention, transparency and effective reporting to protect the human rights of people who are deployed in our supply chain.

Gill Smith,
Managing Director

2. Reporting a Concern

We recognise that speaking up about concerns relating to suspected Modern Slavery or exploitation, or reaching out for help as a victim, can take significant courage. We want to make it as straightforward as possible for concerns to be raised, which is why we have set out the reporting routes below.

If you suspect any current or historic instances of Modern Slavery or exploitation, whether within our business or at any level of our supply chains, we strongly encourage you to report this using the channels outlined below. All reports will be handled confidentially by our People Team, can be raised anonymously, and you do not need proof to raise a concern.

Even if you are unsure whether a situation relates to Modern Slavery, we encourage you to report it so that it can be looked into appropriately.

Speak Up & Protect

Internal whistleblowing inbox: ConfidentialHelpline@theperfumeshop.com

Internal Speak Up helpline: 07367 453961

If you are a victim of exploitation, or are concerned about potential victims, you can contact the **free** and **confidential Unseen Modern Slavery & Exploitation Helpline.**

unseen

If you are a victim of exploitation, or are concerned about potential victims, you can contact the **free** and **confidential Unseen Modern Slavery & Exploitation Helpline.**

Helpline: 08000 121 700

Webform: https://www.modernslaveryhelpline.org/report

Download the app: https://www.unseenuk.org/about-modern-slavery/download-the-app.

The Helpline is available to employees, members of the public, professionals, and businesses to report concerns or seek advice about modern slavery or exploitation.

3. Our Business and Structure

The Perfume Shop first opened in 1992 and is the UK's leading specialist perfume retailer. We operate as an Offline + Online (O+O) business, focused on ensuring our customers **'feel scentsational'** whether shopping with us in our stores or online.

The Perfume Shop Limited is a wholly owned subsidiary of the AS Watson Group, the world's largest international health and beauty retailer. AS Watson Group is ultimately controlled by CK Hutchison Holdings Limited, listed on the Hong Kong Stock Exchange.

Overview of employment practices

During 2025 we employed approximately 2,100 employees across the UK and the Republic of Ireland working across approximately 211 high street stores, our Head Office in High Wycombe and our Warehouse operation in Dunstable.

2,100+ Employees

1 Warehouse

211 Stores

1 Head Office

As a highly seasonal business, across the peak trading periods leading up to and including Black Friday and Christmas we directly employed circa 900 more people in Stores on temporary contracts. At the end of the temporary contract, we were pleased to be able to offer 192 employees a permanent contract.

Our Head Office in High Wycombe employs circa 230 people and our warehouse in Dunstable employs 58 people. Most people in these locations are employed on a permanent basis, with fixed term contracts used to cover maternity leave, long term sickness or project work.

Agency Workers

Our Warehouse has the largest use of agency workers, with day-to-day operations supported by 15-20 agency workers. Across peak trading we have an additional 150 - 200 agency workers supporting operations from September onwards. Agency workers in the Warehouse are employed by Job & Talent, an employment agency.

We do not use agency workers in our Stores, and agency workers in Head Office are only used on very limited occasions to provide short-term support.

Proud to be a Top Employer

We are proud of our employment credentials. We were awarded Top Employer status in the UK by the **Top Employers Institute** for the 3rd year which involves an independent assessment of our policies and practices in relation to the employment of our people.

In 2025, for the second year, we were formally recognised as a **Living Wage employer**, demonstrating our commitment to ensuring that people both employed directly by The Perfume Shop and agency workers and others employed in the provision of services to The Perfume Shop are paid a living wage.

We also ensure that we understand the sentiment from our people. We monitor labour turnover, internal promotions, training completions and employee engagement via an annual survey.

Nearly 1400 employees took part in our 2025 engagement survey, a response rate of 66%, with an overall engagement score of 84%.

We were particularly proud that 87% of respondents would recommend The Perfume Shop as a great place to work and that 88% feel committed to The Perfume Shop's success. 91% reported having access to learning and development that supported them to do their job well and 87% enjoy their job. Together, these results give us strong confidence in our employee proposition and the positive experience we are creating for our people across the business.

PLANET | PEOPLE | PRODUCTS | GOVERNANCE

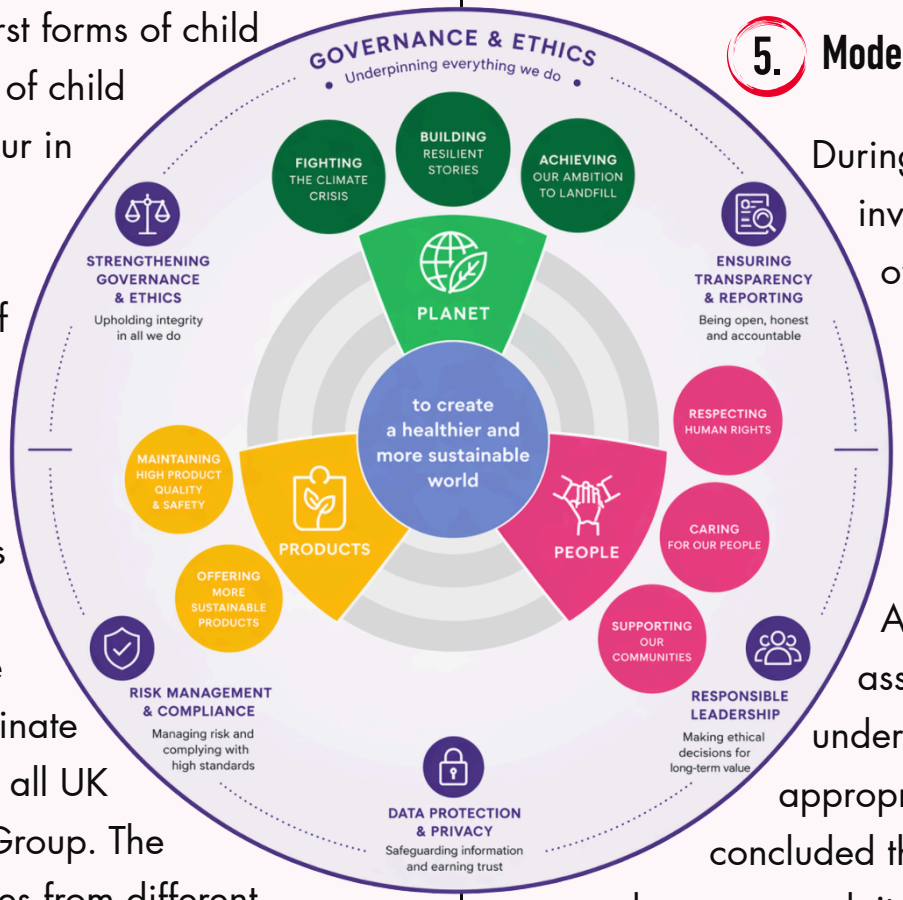
Sustainability Strategy overview:

Our Sustainability strategy focuses on the four Sustainability pillars of Planet, People, Product and Governance. Human Rights is one of the key focus areas which sits within the People Pillar of our Sustainability framework. Modern Slavery prevention is an important part of this.

4. Modern Slavery prevention – a core part of our Sustainability strategy

We have aligned our Sustainability strategy to the United Nations Sustainable Development Goals, with our Anti-Modern Slavery activities supporting target 8.7; "Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms".

In 2022 the three UK business units of AS Watson (The Perfume Shop, Superdrug, Savers) came together to form a dedicated Modern Slavery Steering Group. The Steering Group's purpose is to undertake ongoing risk assessments of our business' full value chain and then to oversee and co-ordinate the Anti-Modern Slavery initiatives for all UK based companies of the AS Watson Group. The Steering Group includes representatives from different departments and is chaired by the Head of ESG for Superdrug and sponsored by the AS Watson Health & Beauty UK Finance Director. The Head of ESG is responsible for the wider Sustainability strategy at Superdrug and provides The Perfume Shop with guidance on upcoming ESG related governance and regulatory changes. The representatives from The Perfume Shop are our Supply Chain Director, Head of People, Head of Buying and Logistics Operations Manager.



5. Modern Slavery Internal Investigations in 2025

During 2025 AS Watson UK undertook an investigation into a small number of one of our contractor's employees' right to work documentation at our Warehouse in Dunstable, which is a shared location for the AS Watson UK based business units; The Perfume Shop, Savers & Superdrug. Correctly utilising AS Watson UK's remediation policy and associated investigation documents to undertake the investigation, it was appropriately handled and subsequently concluded that there were no cases of modern slavery or exploitation.

6. Governance and Accountability

Modern Slavery Governance Framework

Our approach to modern slavery is overseen by a dedicated **Modern Slavery Steering Committee** within The Perfume Shop, which meets at least quarterly and includes senior leaders from across the business, including our Managing Director, People, Sustainability & Development Director, Supply Chain Director, Trading Director, Head of People, Head of Buying and Logistics Operations Manager. Therefore, the Committee has a strong level of oversight across our key areas of risk in the business namely employees, supply chain and suppliers.

Standing agenda items include:

- Reviews of policy, content and compliance checks
- Training completions
- Remediation
- Process improvements that reduce risk
- Review of cases reported from the Unseen Business Portal. This is a secure restricted access platform linked to the Modern Slavery & Exploitation Helpline that provides businesses with insights and alerts about potential modern slavery risks relevant to their operations or supply chain. Upon an identified risk which is notified to us it enables follow up and collaboration with Unseen and other organisations to identify, respond to and mitigate exploitation risks.

This Committee also feeds into the AS Watson UK Modern Slavery Steering Group, which provides groupwide oversight and ensures consistency of approach across The Perfume Shop, Superdrug and Savers. The AS Watson UK Modern Slavery Steering Group is responsible for:

- Monitoring, reviewing and reporting on Anti-Modern Slavery activities.
- Assessing potential risk areas that could be exposed to Modern Slavery.
- Developing initiatives to help mitigate Modern Slavery risk areas that have been identified within our business and supply chain.
- Progressing our Anti-Modern Slavery strategy and implementation plan including regular reviews of progress within our business operations and supply chain.
- Reporting back to our business and key stakeholders on the results, including any Anti-Modern Slavery corrective activity identified.
- implementing any AS Watson Group wide strategy related to preventing Modern Slavery.

The AS Watson UK Modern Slavery Steering Group undertake strong governance principles including maintaining minutes and action logs to ensure workstreams are continued outside of the monthly meeting and actions delivered on in a timely manner.

The AS Watson UK Modern Slavery Steering Group working with Unseen undertook a risk assessment of its operations in 2023, using this to form the basis of the ongoing activities to strengthen our Anti-Modern Slavery activities. Since then, including 2025 we have strengthened our approach through:

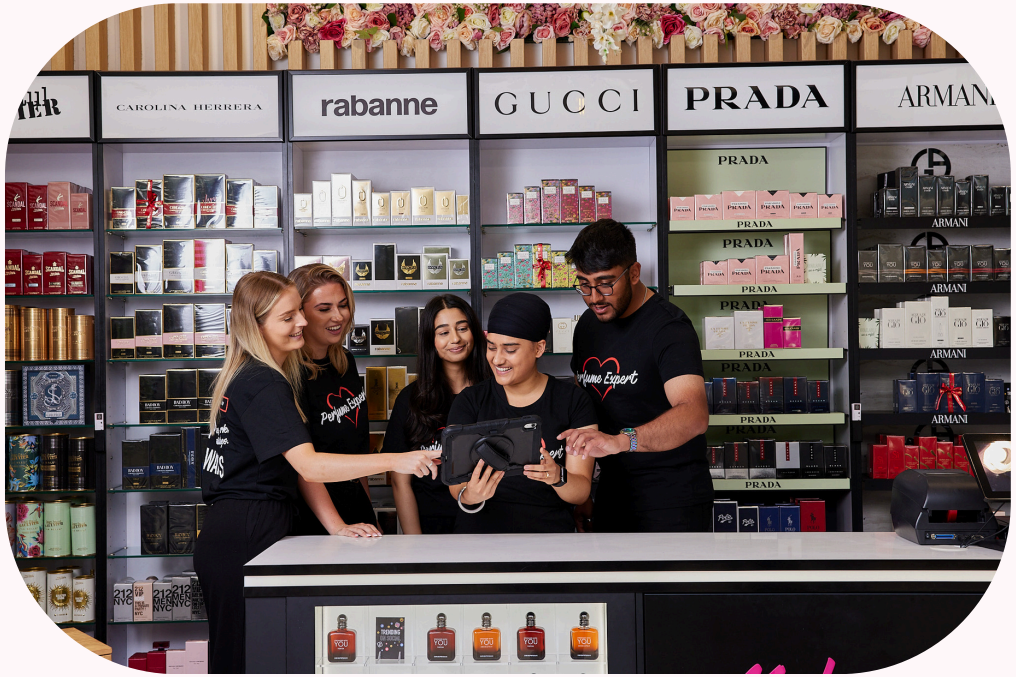
1. Developing and launching an Anti-Modern Slavery Policy
2. Inclusion of Anti- Slavery terms and conditions for all suppliers
3. Inclusion of Anti-Slavery protections in our tender procurement documentations
4. Addition of low-risk countries to our mandatory supplier ethical audit requirements
5. Annual employee engagement events to align to Anti-Slavery week
6. Mandatory Modern Slavery training for all employees
7. Promotion of the Unseen helpline and The Perfume Shop Speak Up helpline to all employees
8. Macro-Supplier risk assessment undertaken with support from Unseen.

Anti-Modern Slavery Governance Framework: AS Watson Modern Slavery Steering Group

7. Risk Assessment and Salient Risks

The following salient modern slavery risk areas have been identified as

- Global Value supply chain for goods and services – By engaging with third parties and suppliers in a range of areas including manufacturing of goods and services both in the UK and globally exposes The Perfume Shop to risks associated with manufacturing in higher risk countries, such as excessive working hours, forced labour or child labour.



- Stores, Logistics and Warehousing – We employ a workforce spread out across various sites, including agency workers in our warehouse, therefore raising awareness of the signs of modern slavery and implementing checks and balances is a central part of our approach.

- Goods and services not for resale – including property, construction, cleaning and security services

These risks are reviewed regularly by the AS Watson Group Steering Committee to ensure mitigation activity remains proportionate and effective.

8. Policies and Reporting Channels

Policy Framework

We operate a robust policy framework to prevent and address modern slavery. During 2025, we strengthened this framework by updating our dedicated Modern Slavery Policy, which reinforces our commitment to acting ethically and with integrity. The policy clearly sets out how concerns can be raised, how potential cases are investigated, and, from October 2025, the steps in place to ensure effective remediation where required. We will continue to actively review and update the policy when required.

Remediation

Remediation refers to the actions we take when a modern slavery or exploitation concern is identified or suspected, with a focus on protecting individuals from harm, addressing the issue effectively and reducing the risk of reoccurrence.

In 2025 we embedded remediation within our Modern Slavery Policy with a clear process. It adopts a victim centred approach, prioritising the safety, wellbeing and voice of the individual affected while concerns are investigated sensitively and proportionately.

1. Concern raised

- **a.** Concern identified via colleague, supplier, agency worker, Speak Up line or external source
- **b.** All concerns treated seriously and handled confidentially

2. Initial assessment

- **a.** Concern reviewed by the People Team / Modern Slavery Escalation Team
- **b.** Indicators assessed using agreed modern slavery guidance
- **c.** Immediate risk to individual considered

3. Immediate safeguarding actions

- **a.** Ensure individual is safe and not at risk of further harm
- **b.** Protect identity and confidentiality
- **c.** Contact emergency services if required

4. Escalation

- **a.** Escalated to the Modern Slavery Escalation Team / senior stakeholders
- **b.** Relevant internal teams engaged (People, Legal, Supply Chain as needed)

5. Investigation

- **a.** Proportionate investigation undertaken
- **b.** Engagement with supplier/agency if applicable
- **c.** Scope, actions and findings documented

6. Remediation actions

- **a.** Support provided to affected individual(s)
- **b.** Practical steps taken to address issue and prevent recurrence
- **c.** May include supplier action, process changes or additional controls

7. Outcome & review

- **a.** Findings reviewed and decisions agreed
- **b.** Lessons learned captured
- **c.** Actions fed into policy, training and monitoring

8. Ongoing monitoring

a. Follow-up actions tracked

b. Continued oversight through Steering Group and governance processes

To illustrate this, a concern might be raised about an agency worker in our Warehouse who appears exhausted, pale, underweight and nervous, which could indicate that they may be working a second job, experiencing poor living conditions, or having lack of food. While these signs would not in themselves confirm modern slavery, they would prompt escalation through our Speak Up & Protect process or via a Manager. Anyone raising a genuine concern is encouraged to do so in confidence and will be treated seriously, fairly and respectfully, with no fear of retaliation or adverse treatment. Trained members of the People Team would ensure the individual is supported, review arrangements with the labour provider and work collaboratively to address any issues identified, even where modern slavery is not ultimately found.

We have other policies that support our stance on Modern Slavery, and these are:

- **AS Watson Code of Conduct –** Sets out the standards of behaviour expected from all colleagues, including acting with integrity and treating others with respect.
- **Whistleblowing ("Speak Up & Protect") Policy –** Provides a confidential way to report concerns about wrongdoing, with protection from retaliation.
- **Diversity and Inclusion Policy –** Commits to a fair and inclusive workplace where everyone is respected and valued.
- **Dignity at Work Policy –** Sets expectations for respectful behaviour and outlines how we prevent and address bullying or harassment.
- **Grievance Policy –** Explains how employees can formally raise concerns and have them reviewed fairly and consistently.

These policies are accessible via our internal People Policy Portal and provide clear guidance on expected standards, reporting routes and support. The People Team is responsible for updating these Policies according to an annual Policy schedule and legal requirements except for the AS Watson Code of Conduct Policy updates which are issued by AS Watson from time to time.

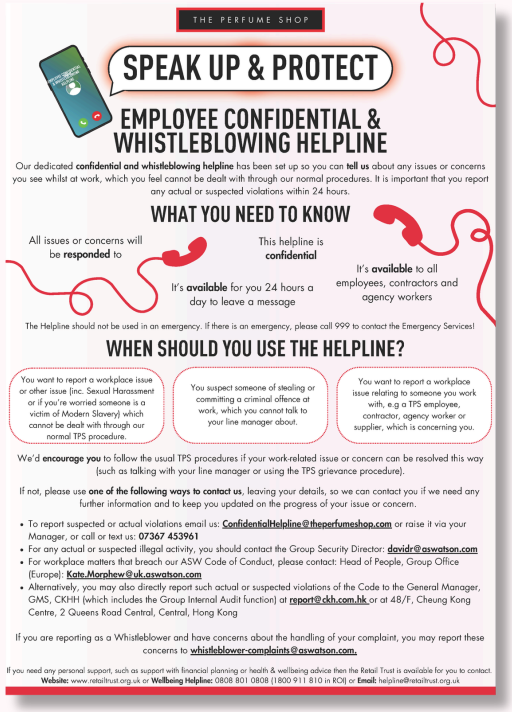
In addition to our own policies, The Perfume Shop is part of the wider CK Hutchison group. The CK Hutchison Human Rights Policy sets out the Group's overarching commitment to respecting and promoting human rights across all its businesses globally and is publicly available on the CK Hutchison Holdings website, which can be accessed here: ESG_Human_Rights_Policy_e_20220209.pdf

Reporting channels

Confidential 'Speak Up' helpline

All employees, contractors and agency workers have access to confidential reporting channels through our Speak Up initiative. Speak Up is our Whistleblowing helpline staffed by the People Team. It is accessed by calling a mobile phone number or emailing a secure email address. Every location promotes the Speak Up helpline via posters.

There were no concerns relating to Modern Slavery raised in 2025 via this channel.



THE PERFUME SHOP

SPEAK UP & PROTECT

EMPLOYEE CONFIDENTIAL & WHISTLEBLOWING HELPLINE

Our dedicated **confidential and whistleblowing helpline** has been set up so you can **tell us** about any issues or concerns you see whilst at work, which you feel cannot be dealt with through our normal procedures. It is important that you report any actual or suspected violations within 24 hours.

WHAT YOU NEED TO KNOW

All issues or concerns will be **responded** to

This helpline is **confidential**

It's **available** for you 24 hours a day to leave a message

It's **available** to all employees, contractors and agency workers

The Helpline should not be used in an emergency. If there is an emergency, please call 999 to contact the Emergency Services!

WHEN SHOULD YOU USE THE HELPLINE?

You want to report a workplace issue or other issue (inc. Sexual Harassment or if you're worried someone is a victim of Modern Slavery) which cannot be dealt with through our normal TPS procedure.

You suspect someone of stealing or committing a criminal offence at work, which you cannot talk to your line manager about.

You want to report a workplace issue relating to someone you work with, e.g a TPS employee, contractor, agency worker or supplier, which is concerning you.

We'd **encourage you** to follow the usual TPS procedures if your work-related issue or concern can be resolved this way (such as talking with your line manager or using the TPS grievance procedure).

If not, please use **one of the following ways to contact us**, leaving your details, so we can contact you if we need any further information and to keep you updated on the progress of your issue or concern.

- To report suspected or actual violations email us: ConfidentialHelpline@theperfumeshop.com or raise it via your Manager, or call or text us: **07367 453961**
- For any actual or suspected illegal activity, you should contact the Group Security Director: davidr@aswatson.com
- For workplace matters that breach our ASW Code of Conduct, please contact: Head of People, Group Office (Europe): Kate.Morphew@uk.aswatson.com
- Alternatively, you may also directly report such actual or suspected violations of the Code to the General Manager, GMS, CKHH (which includes the Group Internal Audit function) at report@ckh.com.hk or at 48/F, Cheung Kong Centre, 2 Queens Road Central, Central, Hong Kong

If you are reporting as a Whistleblower and have concerns about the handling of your complaint, you may report these concerns to whistleblower-complaints@aswatson.com.

If you need any personal support, such as support with financial planning or health & wellbeing advice then the Retail Trust is available for you to contact.
Website: www.retailtrust.org.uk or **Wellbeing Helpline:** 0808 801 0808 (1800 911 810 in ROI) or **Email:** helpline@retailtrust.org.uk

We regularly check awareness of the helpline via our annual employee engagement survey asking whether staff are aware of the helpline. Our 2025 engagement survey tells us that 81% of employees are aware of the helpline which is a good level of awareness across a highly dispersed workforce.

Unseen Modern Slavery & Exploitation Helpline

We also promote the independent **Unseen Modern Slavery & Exploitation Helpline**, which provides free, confidential and impartial advice to anyone who may be experiencing or is concerned about modern slavery. The helpline is available to workers, including agency workers, suppliers and members of the public, and offers a safe way to seek support or guidance outside of the organisation.

We actively signpost the Unseen helpline alongside our own Speak Up & Protect arrangements to ensure individuals have access to trusted specialist support, regardless of whether they choose to raise a concern directly with us.

There were no disclosures made via the Unseen helpline in 2025 in relation to our Supply Chain and there were no potential cases shared with us via the Unseen Business Portal in 2025.

9. Due Diligence in Our Supply Chains

We continuously strive to act ethically in all our supplier negotiations to ensure that Modern Slavery is not taking place within our business or any part of our supply chain.

We expect suppliers, and their sub-contractors, to act with the utmost integrity in the conduct of their business and to uphold the same high standards and values we have with regards to combatting modern slavery.

Goods for Resale

Most of our goods are sourced from third-party brands who independently manage their own supply chains. As such, direct oversight of manufacturing sites and labour practices sits primarily with those brands. We recognise, however, our responsibility to take reasonable steps to assess and address Modern Slavery risks within our supply network.

We require key suppliers to observe and comply with the principles as set out in the BSCI Code of Conduct (the "BSCI Code") and the Mekong Club Business Pledge, through our Supplier Code of Conduct and Terms and Conditions. If we identify suppliers potentially using Modern Slavery within their supply chain (or any such subcontractor), either through our internal processes or via a concern being raised we will thoroughly investigate and take appropriate action. This action would depend on the outcome of the investigation but could range from remedial action plans to reviewing the supplier relationship.

Supplier Macro Inherent Risk Assessment

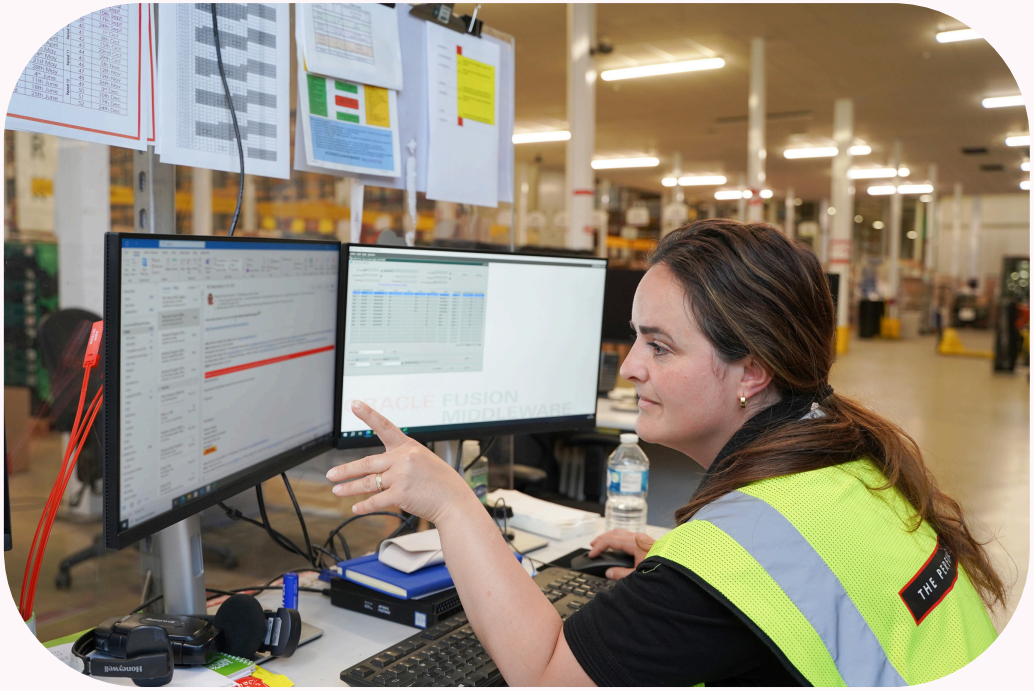
In our 2024 statement we outlined the start of our engagement with Unseen Business Services to conduct a Macro Supplier Inherent Risk Assessment looking at AS Watson's UK based businesses top suppliers by spend.

This risk assessment was carried out in the second half of 2024 by Unseen as a desktop exercise and in total Unseen assessed 1,800 suppliers across AS Watson including The Perfume Shop. Supplier data, along with additional data points gathered by Unseen, were assessed for inherent Modern Slavery risk. A risk rating was then assigned to each supplier from Very High Risk to Low Risk. Suppliers were then prioritised to ensure due diligence efforts conducted after the risk assessment could be focused on those suppliers with not only high risk, but high criticality to AS Watson, and their potential for influence.

The results reviewed formally as a steering group in the first quarter of 2025 and from this Macro Risk Assessment, we ascertained that our previously outlined salient risks are still the most relevant to our business, in relation to own brand, and we were able to strengthen our approach in some of those areas and ensure that meaningful actions were being carried out through 2025 where relevant.

Goods and Services Not for Resale

We regularly engage with many third-party suppliers to bring goods or services into our stores and operations. All suppliers invited to tender are required to demonstrate their commitment to tackling modern slavery, either through a published modern slavery statement or by accepting our contractual anti-slavery commitments.



During 2025, because of the Macro Risk assessment referred to above, we continued to strengthen these controls by embedding anti-modern slavery requirements into tender documentation, applying ESG weighting within relevant procurement decisions and updating terms and conditions for lower-value suppliers.

Property tenders and contracts in risk areas such as cleaning, and general contractors are requested to complete the Unseen questionnaire following a AS Watson UK template, which helps us identify whether there is any risk of Modern Slavery and also demonstrates to our potential suppliers, the focus we place on ensuring that people within their employment are not at risk of Modern Slavery.

10. Logistics and Agency Labour

Our logistics operations remain a key focus area due to the nature of warehouse work and the use of agency labour making this our highest risk area of the business.

We work with one agency, Job & Talent in the provision of agency workers. This longstanding relationship enables us to apply rigorous controls and continue with strict contractual requirements to comply with the Modern Slavery Act.

We ensured regular reviews with Job & Talent including reporting any potential labour abuse concerns and can confirm that for 2025 there were no confirmed cases of modern slavery identified within our warehouse operations.

In 2025, TPS implemented monthly payroll-led BACs checks to review employee bank details, alongside monthly People Services address-duplication checks, to help identify potential indicators of labour exploitation or modern slavery.

We have the following practices in place within the Warehouse in relation to agency workers supplied by Job & Talent to minimise risk:

- Thorough Right to Work and identity checks to ensure all workers are legally entitled to work.
- Strict onboarding procedures, including verification of personal documentation and prevention of fraudulent applications. Checks of bank and address-duplication, to help identify potential indicators of labour exploitation or modern slavery
- Direct engagement model, meaning workers are employed and paid transparently through Job & Talent, reducing the risk of third-party exploitation.
- Checking that the compliance audits are in place by monthly review of KPI data to ensure adherence to legal and ethical labour standards.
- Worker welfare focus, including clear payslips, correct payment practices, and access to support channels.
- Agency workers are made aware of reporting channels, including escalation via their agency representative, site management, and confidential reporting mechanisms where applicable. As agency workers share the same facilities as our employees they can also see the Speak Up posters and Unseen posters, helping them to also access our internal reporting channels.
- Induction and refresher training is in place for warehouse workers, including agency workers, ensuring they are informed on modern slavery risks, indicators and escalation routes.

These measures, alongside alignment with UK labour laws and modern slavery regulations, help ensure a safe and compliant working environment.

11. Training, Awareness and Engagement

We believe that awareness is critical to the prevention of modern slavery. With over 2,100 colleagues across our business in 2025, it is essential that our people are equipped with the right training, knowledge and confidence to recognise risks and raise concerns. Our training is delivered in partnership with **The Mekong Club** and focuses on helping colleagues understand what modern slavery is, how it can occur, the warning signs to look out for, and how to raise concerns safely and confidentially.

Training

There are two types of training; a mandatory module for all employees which raises awareness about Modern Slavery, what is it and how it impacts people around the globe and in the UK. The module also summarises the principles that The Perfume Shop, as part of AS Watson must adhere and the standards we expect our suppliers to work to. This is refreshed and completed again every 2 years. All new starters complete the same training as part of their induction.

For Managers in higher risk areas of our business; Buying, Merchandising, People and Supply Chain, there is a mandatory more detailed learning module covering the risks of modern slavery, particularly within Supply Chain and Procurement, the key definitions and elements that make up modern slavery, the role of the private sector, anti-slavery legislation and migrant labour recruitment.

We report monthly on training completions against Modern Slavery training and have achieved 99.6% training completion in 2025. We also marked Anti-Slavery Week and rolled out our Modern Slavery Policy to support consistent understanding and application.

Measuring Effectiveness

We monitor the effectiveness of our approach through a range of measures, including mandatory training completion rates, supplier audit coverage and remediation outcomes, and the number and nature of concerns raised through our Speak Up & Protect whistleblowing helpline.

Progress and actions are regularly reviewed through Modern Slavery Steering Group meetings, supported by external expertise from Unseen and oversight from the wider AS Watson Group.

Our ambition remains to maintain high levels of training completion at circa 99% across our population and to continue strengthening supplier due diligence, ensuring we remain compliant while giving our teams the knowledge and confidence to play an active role in preventing modern slavery.

12. Looking Ahead

In 2026, we will continue to strengthen our approach by delivering any agreed action plans from the steering committee and further enhancing supplier due diligence and audit follow up. We will continue in our partnership with Unseen, working closely with them to ensure we are always working in line with current guidance as well as engaging with their helpline business portal

This will include meeting the following commitments:

1. Continue to build employee capability through mandatory training modules
2. Continue to measure awareness of the 'Speak up and Protect' Whistleblowing helpline through our annual engagement survey
3. Continue to ensure employee awareness of Modern Slavery by highlighting the July 30th World Day Against Trafficking in Persons – a global awareness day highlighting human trafficking and exploitation and Anti-Slavery Week in the Autumn.
4. Ensuring The Perfume Shop is involved in the AS Watson Transparency in Supply Chain workshop delivered by Unseen, to benchmark current processes against the TISC guidance and develop a roadmap/ action plan focussed on continuous improvement.
5. Work with Job & Talent to ensure that they are auditing their employee's addresses and payroll information to identify and mitigate any risks of modern slavery
6. Run awareness sessions with our Store Managers through Area Meetings to explain Modern Slavery, its importance and what we can do to remain vigilant and report any concerns

Approval

This statement is approved by the Board of Directors of The Perfume Shop Limited and signed on its behalf.

Gill Smith
Managing Director
Date: