



## Slavery and Human Trafficking Statement 2026

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015. It constitutes Solo midocean's slavery and human trafficking statement for the **financial year 2025**.

### **Introduction**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking. We understand that modern slavery is a global issue that may affect our organisation and our supply chains alike. Since 2016 our organisation has been and currently is a participant of the amfori Business Social Compliance Initiative (amfori BSCI), which supports companies to drive social compliance and improvements within the factories and farms in their global supply chains.

As an amfori BSCI Participant we endorse the amfori BSCI Code of Conduct and its terms of implementation and cascade it through our supply chains. Therefore, Solo midocean does not tolerate any form of slavery, servitude, forced, compulsory labour and human trafficking and commits strongly to the early detection, monitoring and remediation of such issues in its supply chains. Solo midocean remains open to constructive engagement with stakeholders who can help to combat this phenomenon.

### **Organisational structure**

Solo is a key player in the blank and personalization product market. With the merger between SOLO Group and midocean in 2022, combining respectively 33 and 60 years of experience, the company provides a comprehensive range of products for textiles, objects, and customization. With its expertise and responsible approach, Solo builds fair partnerships across the value chain, ensuring solutions that respect environmental challenges and meet client expectations. With more than 1,600 employees across Europe and Asia, and a network in over 60 countries, Solo supports its clients both globally and locally with its Solo midocean subsidiary offering fats printing services, and its textile brands SOL'S, NEOBLU, ATF, RTP and Joy Thai.

Solo midocean Head Quarters is based in Ede, the Netherlands and we have regional sales offices in Spain, France, Italy, Germany, Hungary, Sweden and Hong Kong. Solo midocean has over 50.000 m<sup>2</sup> of logistics facilities in Poland with over 90 million items on stock. Our well-established warehouse and production (printing) facility in Poland is one of the largest in Europe in our industry. In our printing facility, we produce over 16 million prints per month, with over 1.000 employees. Solo midocean delivers to more than 10.000 distributors worldwide.

As Solo midocean we have a global annual turnover over €300+ million.

### ***Our employees***

With over 1.600 employees in total, Solo midocean prides itself on providing our employees (including temporary staff) with safe working conditions and protecting them from labour malpractice. Our core labour standard includes freedom of association and the right to collective bargaining, elimination of forced and compulsory labour, the abolition of child labour, and elimination of discrimination in the workplace. Our Solo midocean employee Code of Ethical Conduct makes clear to employees the actions and behaviour expected of them. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain. We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency we are using before accepting workers from that agency. Solo midocean has a whistle blowing procedure for employees to raise any concerns, including those relating to human trafficking and modern slavery.

### ***Supply chain structure***

Solo midocean does not manufacture its products, we outsource all the production of our items. Overall, we work with around 500 independent factories mainly based in Asia that manufacture our products. Our supply chain is global and multi-layered, with different types of business partners, some of whom are directly contracted factories, while others are not.

In 2025, the countries per region by number of supplier sites were:

Asia (95%): China, India, Bangladesh, Pakistan and Thailand

EMEA (5%): The Netherlands, Spain, Croatia, Poland, Latvia and Turkey

Our Sol's textile range are acquired via Solo Paris (also part of the Solo Group) with most of its manufacturing in Bangladesh, Pakistan, China and France.

Since 1992 we have our own buying and quality operation in Asia, based in Hong Kong.

### ***Different sourcing relationships***

Our influence in terms of social and environmental compliance is linked to the strength of our partnerships and is often proportional to the scale and stability of the orders placed with our suppliers.

- **Direct sourcing model:** midocean holds direct contractual relationships with its core suppliers who are centrally supervised by Solo midocean Hong Kong. Solo midocean Hong Kong manages the development, production, planning, sourcing and distribution of the vast majority of our products. These suppliers produce the predominant share of the total sourcing volume of the company.
- **Indirect sourcing model:** The remaining minor part of our product volume is sourced by agents. Agents place orders with their preferred suppliers. Our indirect supply chain complements our direct sourcing by meeting specific requirements that cannot be serviced through midocean Hong Kong.

### ***Internal Policies, procedures and contractual controls***

As an amfori BSCI Participant, midocean has developed the necessary management systems, policies and procedures to effectively prevent and address any adverse human rights' impact that may be detected in its supply chains.

As an amfori BSCI Participant, our internal policies and procedures include all necessary elements to pursue a solid human rights due diligence process throughout our supply chain.

These are three examples of procedures midocean have developed or used from the amfori BSCI System:

- Procedure on responsible recruitment concerning identifying, selecting and hiring staff members with utmost respect of their rights
- Procedure to identify business areas and partners that may represent a risk of slavery and/or human trafficking
- Procedure to draft, assess and validate any agreement, contract terms and/or tender requirements against the slavery and human trafficking lens.

### ***Due diligence and remediation in our own business and supply chains***

As an amfori BSCI Participant midocean commits to act diligently in (a) assessing actual and potential adverse impacts of our business against the values and principles of the amfori BSCI Code of Conduct; (b) identifying throughout the supply chain where the most significant risks for these adverse impacts may occur and (c) acting upon them with the aim of preventing and/or addressing them in line with the amfori BSCI Code of Conduct.

In this context, we have undertaken the following due diligence:

### ***Mapping and monitoring our supply chains***

- All our business partners must meet and sign the amfori BSCI Code of Conduct and Terms of Implementation and required to pass it on to their own significant partners, creating a positive cascade effect
- To ensure compliance with our standards we prioritize facilities to be audited according to their risk profile (amongst others by using amfori BSCI audits).
- We expect our suppliers to engage with us in a constructive and responsible way in order to resolve any issues in a timely manner.
- Prior to engaging with a new supplier, reliable documentation and/or audit findings are captured to identify and assess potential risk areas in our business. A supplier who is unable to demonstrate their policies on, and willingness to comply with the Act will not be accepted.

### ***Grievance mechanism and worker's involvement***

- Our organisation has put effective grievance and whistle blowing mechanisms in place as per amfori BSCI Code of Conduct for individuals and communities who may be adversely impacted by our organization's activity, including potential or factual forced labour.
- In addition, being an amfori BSCI participant, any third party can lodge a grievance about our amfori BSCI implementation activities through the amfori Grievance Mechanism.

### ***Incidents of forced labour and remediation***

Through amfori BSCI audits, we have identified zero cases of unacceptable performance under the heading of bonded labour that would have required imminent remediation from our side.

If suppliers found to be noncompliant with critical criteria, such as forced labour and child labour we suspend business and follow the amfori BSCI Zero Tolerance Protocol. If suppliers are found to be noncompliant in other less critical areas, we work with them to help raise their standards. We believe working with key partners on improving their compliance is the most effective way to create change in our industry.

### ***Stakeholder engagement and industry collaboration***

Being an amfori BSCI participant, we are part of an industry wide network that we use it to work collaboratively and exchange lessons learned and solutions in a pre-competitive basis.

### ***Assessment of our effectiveness in preventing and combatting Modern Slavery***

We understand that forced labour, human trafficking and slavery risks are not static, therefore we regularly track, measure and evaluate our internal due diligence processes to better understand our performance, progress, effectiveness, remaining risks and impact of our own operations and those of our business partners.

The amfori BSCI Commitment Formula helps midocean define overall goals and targets to assess our progress in achieving them. With regards to combatting Modern Slavery, we recognize the following key targets to be monitored:

- Our own staff increases awareness of forced labour and human rights risks, particularly those related to forced labour and human trafficking.
- Our supply chains' business partners show continuous improvement, particularly regarding the amfori BSCI Performance area on bonded labour.
- Our response to flagrant bonded labour is timely and effective

Assessing the effectiveness of our measures on a regular basis helps midocean maintain efforts that have proven to be successful and allows the exploration of innovative solutions when needed.

### ***Training***

Being an amfori BSCI Participant, midocean encourages both internal staff and significant business partners to build their set of skills on human rights and modern slavery through several courses (on-line or face to face).

This statement was approved and signed by the Board and responsible manager of midocean,

Ede, the Netherlands

Mr. S. Gibson  
CEO



Mrs. P. Varela  
Portfolio & Buying Director



Mrs. P. van Elteren  
Social Compliance Specialist

