



Social Report 2025

Modern Slavery Statement

WRAP

LONDON

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Summary of 2025

2025 was a challenging year, with significant instability across the geopolitical and economic landscape.

Throughout this period, we have remained committed to maintaining our quality standards, honouring our long-term partnerships, and offering fair pricing to our customers.

During the year, we expanded our supply chain by onboarding new partners in Indonesia, China, India and Portugal, while continuing to build on the relationships with partners established in the year before in Lithuania and Peru. Our new Chinese partner specialises in creating clothing from intricate fabrics using kapok fibres, our Indonesian partner focuses on relaxed silk styles, and India provides designs featuring embellishments. Four new Portuguese partners excel in tailored styles, attention to detail, whole-garment knitting, and swimwear. This diversification has enabled us to reduce risk, increase resilience, and incorporate new manufacturing expertise and techniques into our collections.

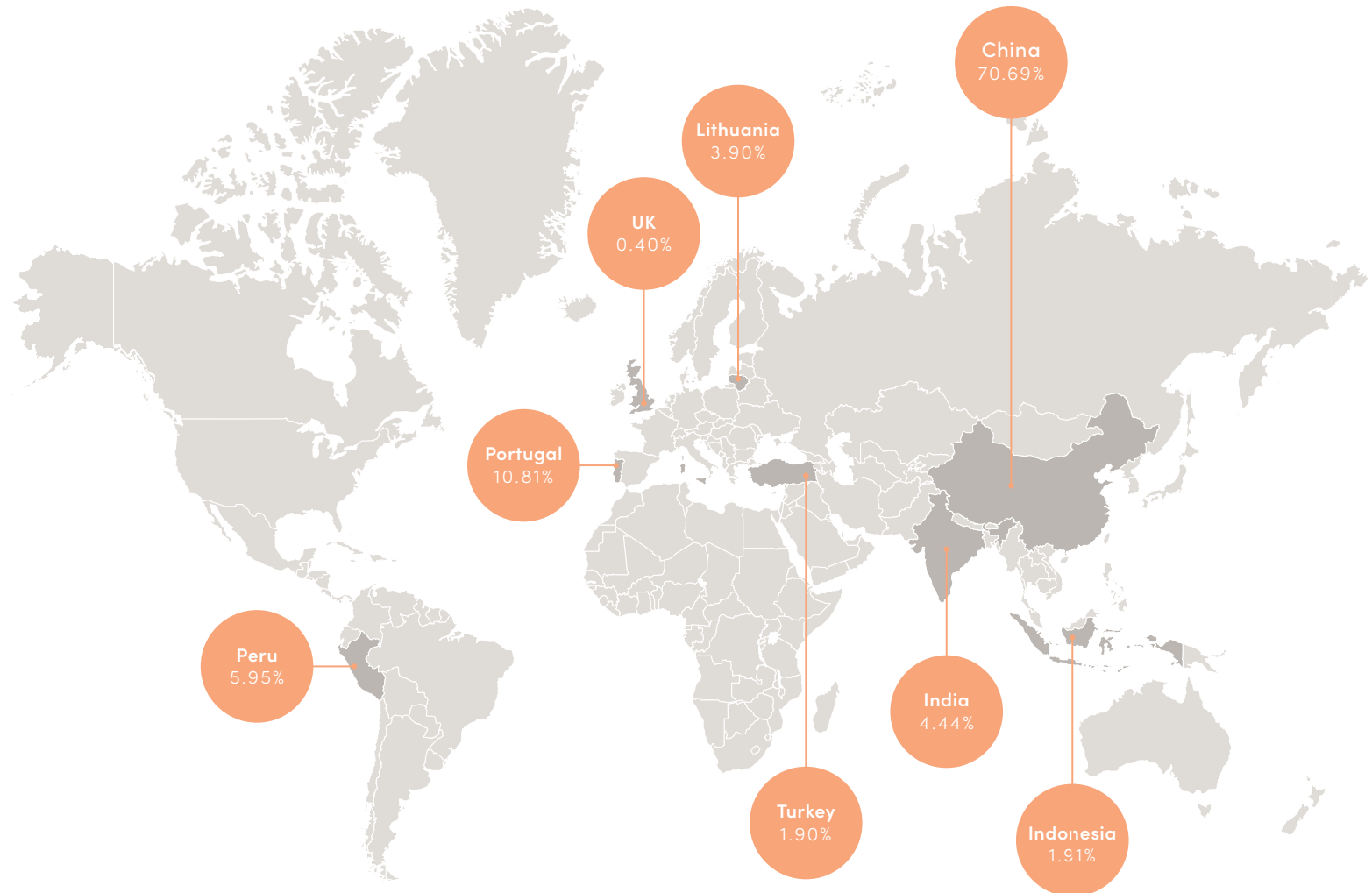
Where possible, we have continued to shorten and localise our supply chains. In 2025, we moved our alpaca knitwear production to a Peruvian partner, resulting in a more streamlined and geographically localised supply chain.

Also in 2025, our Ethics and Sustainability Manager conducted visits across the full supply chain (Tier 1–4) for our hemp and organic product lines, which account for approximately 20% of total production. These visits covered all stages of production, from hemp cultivation through to yarn processing and garment manufacturing.

Partner map of 2025

- China (70.69%)
- Portugal (10.81%)
- Peru (5.95%)
- India (4.44%)
- Lithuania (3.90%)
- Indonesia (1.91%)
- Turkey (1.90%)
- UK (0.40%)

To indicate the size of our business relationship with each partner, we have used the FOB (Free On Board) price, which represents the cost of goods paid to the supplier.





Organisation Structure & Supply Chains

POETRY and Wrap London are women's clothing brands owned by Selective Marketplace Ltd. The products are available through brochures, online stores, two physical POETRY shops, and one Wrap London shop in the UK, as well as two POETRY shops in the USA.

Production Cycle

Our brands (POETRY & Wrap London) have two main collections each year, Spring/Summer and Autumn/Winter, and two capsule collections, High Summer and Midwinter. The timing of these seasons is similar every year.

Our production cycle is largely guided by our partners as we ask them when we should place orders to meet our deadlines. The lead times vary depending on the specifics of each fabric. Many of our fabrics are bespoke and have long lead times.

As our supply-chain is stable our partners have records of our previous orders and therefore know what to expect in the following year. Some of them secure the raw material even before the order is placed. To reduce our lead times for raw materials we work with core fabrics and yarns that are used across multiple styles. We also have several classic styles that are kept in collections and ordered multiple seasons in a row.



Sourcing Department

Our sourcing department consists of three Product Developers, each specialising in type of production, knitwear, woven and jersey. They are also involved in strategic supply-chain planning in collaboration with the Ethics and Sustainability Manager.

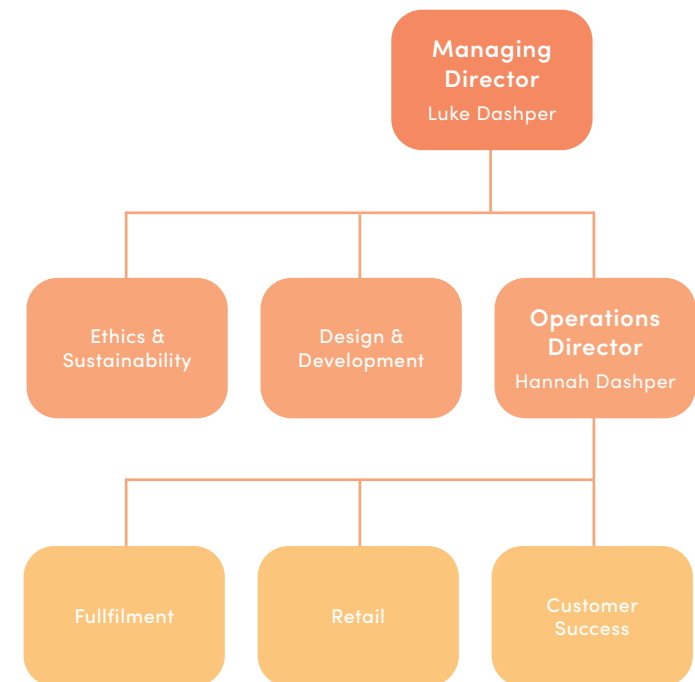
All Product Developers are in direct daily contact with the head of the Company and maintain regular contact with partners, primarily working on developing new products and agreeing prices. Each product developer has around ten 'cut-make-trim' (Tier 1) partners located in eight countries, with the majority in China, with whom they have worked for several years and know very well. Often, we also have direct relationships with our yarn and fabric partners (Tier 3).

We also sell small quantities of accessory products (shoes, jewellery, scarves, etc.),

sourced from other brands. The sourcing and relationships with these brands is also the responsibility of one of the Product Developers.

The human rights risks are primarily managed by the Ethics and Sustainability Manager, alongside all staff members who have direct relationships with partners. The Company's owner and Managing Director, Luke Dashper, actively supports efforts to address modern slavery risks.

Selective Marketplace is a member of the HRDD Academy (powered by Fair Wear), which provides extensive guidance and updates - created by various industry and non-profit stakeholders - on managing modern slavery risks.





Human Rights Policies

All our partners have signed our Code of Conduct which describes the code of labour requirements and includes no forced or child labour; no discrimination; and safe and healthy working conditions. It asks for the full disclosure of subcontractors and includes policies for transparency, gender equality and grievance mechanisms. We have strict requirements for subcontracting and require them to be disclosed in the Approved Subcontractor Form.

Responsible Business Conduct Policies

Human Rights Policy: a statement of our values regarding Human Rights, what we believe in and our commitments regarding employees, partners and customers.

Code of Conduct: the commitments we expect from our partners, sent upon starting a relationship with the business. It follows Fair Wear guidelines and is aligned with the standards set by ILO Conventions, the UN's Declaration on Human Rights and internationally accepted good labour practices. Requirements in this Code apply to the whole supply chain including all subcontractors and raw material partners. Standards apply equally to all workers.

Traceability Process: outlining the due diligence steps undertaken to ensure supply chain traceability.

Sourcing Strategy: describes overall values that are followed when making sourcing decisions.

Supplier Setup Form: sent upon starting the business relationship, it includes human rights and environmental management questions.

Questionnaire for home-based work: sent to supply chain participants using homeworkers.

We have strong policies in place for internal operations which protect employees' rights. They include dignity at work, equal opportunity and grievance procedures which are described in detail in the Employee Handbook. The policies are enforced by the Company's disciplinary procedures.

All policies have been approved by the Company's owner and Managing Director, Luke Dashper.



1. Employment is freely chosen



2. Freedom of association and the right to collective bargaining



3. No discrimination in employment



4. No exploitation of child labour



5. Payment of a living wage



6. Reasonable hours of work



7. Safe and healthy working conditions



8. A legally binding employment relationship

Sourcing Strategy

Long-term relationships

Our sourcing strategy primarily is based on building long-term relationships with a small number of partners. We want to know the people we do business with and build trust with them. We find that getting to know someone takes time, but eventually leads to more efficient communication and an even smoother product development process. It is also much easier to monitor and remedy any ethical concerns with an established supplier.

Investing in craftsmanship

We chose our partners based on their speciality skill set and craftsmanship. All of the factories are experts in creating a particular type of product and we rely on their knowledge and advice. The main reason why a new supplier relationship is started is when we are developing a product that needs an expertise that cannot be found in our existing supply chain.

Diversifying partners

We aim to give enough business to each supplier so that we are relevant to them and have reasonable leverage, but not depend entirely on a single supplier. Typically, we have two or three partners per product category. In the cases, when our order quantities are small for the supplier, we still provide a consistent and reliable level of business with potential for growth.

Direct relationships

Whenever possible we work directly with factories and with partners where the beneficiaries are known. We avoid using intermediaries or partners with many subcontractors or complex supply chains. We prefer working with vertically integrated mills.

Traceability

All partners are visited by senior management or audited before placing the first order and every couple of years thereafter. We do this to understand the setup of our partners and make sure that there are no obvious human rights violations. Our partners must sign, and work according to, our Code of Conduct which includes a commitment towards full transparency throughout the supply chain.

Human rights

We aim to work with partners who are committed to following the highest standards of working conditions. Our values are described in our Human Rights Policy and supported by a Code of Conduct where our expectations from our partners are laid out. We scope and mitigate human rights risks according to Human Rights Due Diligence process which takes into account, country, sector, business and sourcing model and production levels.

Starting and ending business relationship

We start a business relationship with small order quantities and few styles to build trust and see if a continued partnership is possible. Before the first order, we conduct a risk assessment of the potential supplier and ask them to sign the Code of Conduct.

We have a very stable supply chain and ending a business relationship is a very rare occurrence. In the same way, as we start a business relationship with small order quantities, if we decide to not continue the business relationship with a supplier, we gradually reduce the order amounts and eventually stop them. This allows the supplier to have time to find other sources of income if necessary.





Human Rights Due Diligence Processes

Our due-diligence procedures are based on the UN's Guiding Principles on Business and Human Rights and the guidance from Fair Wear Foundation.

HUMAN RIGHTS DUE DILIGENCE PROCESSES

The first step in our due diligence process is establishing stable and long-term relationships with our partners. This is supported by our Sourcing Strategy. This reduces the risk of human rights violations and builds trust between the factories and Selective Marketplace.

Secondly, we assess the human-rights risks by country and region; the relationship between us and the partner; and the partner's role in our supply chain. We use data from reliable international sources, such as the Human Rights Index and the Global Slavery Index, as well as industry-specific media and Fair Wear country studies.

The human-rights risks in factories with direct relationships (Tier 1) are primarily assessed by country-specific risks and re-evaluated based on individual audit results and improvements. Third-party audits are conducted in all our high-risk country CMT (Tier 1) factories at least once every three years. If issues are found, we work together with factories to remediate them.

For Tiers beyond 1, we work with product level traceability, by requesting manufacturing information for each fabric group.

Product Development and Merchandising teams, as well as the Managing Director, are continuously briefed on the changes in risk assessments and the progress of remediation.

TIER 0	Branding, Retail & Distributions: Shops, Warehouses
TIER 1	Finished Product Manufacturing: CMT factories, External partners
TIER 2	Material Manufacturing: Woven or jersey fabric mills, Trims
TIER 3	Intermediate Material Processing: Yarn spinning
TIER 4	Raw Material Production & Primary processing: Animal and plant farmers

Complaints Handling

We expect all our partners to have a well-functioning internal grievance system that enables workers to raise issues safely and have them resolved effectively. Ideally, workers should be able to express their concerns through multiple channels, such as human resources or trade unions. We monitor this through our audits, which include a section for assessing internal grievance mechanisms.

If any grievances are received, they are initially addressed by the Ethics and Sustainability Manager and, if necessary, escalated to senior management.



Risk Assessment & Management

We have assessed risks and prioritised remediation efforts first, by assessing the risks by country and then, as our supply chain is small, we work with factory risks directly. We typically focus on our Tier 1 partners as it involves most of the human labour and has the highest potential for remediability. The remediation actions are taken firstly through company-wide programmes and secondly at factory level.

In 2025 we diversified our supply chain and onboarded new Indonesian, Chinese, Indian and two Portuguese partners.

We have significantly reduced our presence in China and increased it in Europe where risks are lower.

Most salient risks:

Risk: Forced labour

Risk area: Xinjiang Uyghur Autonomous Region (XUAR), cotton farms (Tier 4), China

Actions: We do not work with any partners or factories in the Xinjiang Uyghur Autonomous Region or knowingly source materials from the region. To make sure there is no cotton from XUAR which would mean a high risk of forced labour we strictly prohibited any cotton in our partner chains from XUAR and all our cotton partners need to provide country of origin documentation for each fabric containing cotton. We are following up on the situation through our Fair Wear partners and used the resources available from the Helena Kennedy Centre.

Risk: Extensive Overtime

Risk area: China

Actions: This risk comes from long-established factory worker habits in China that are systematic and have become the norm for the factories and an expectation from workers. It is hard to change the operational style of a factory, but we are making sure that our purchasing practices are responsible and do not contribute to extensive overtime. When setting lead times, we discuss with partners the timing and allow enough time for raw material delivery and always allow for extra

time. In addition, we share seasonal forecasts with our partners so they can plan the production in advance. We have attended presentations by The Common Framework for Responsible Purchasing Practices to learn about the industry's best practices. In 2025, we also reduced our sourcing presence in China and prioritised production in countries assessed as presenting a lower risk of excessive overtime.

Risk: Allowances, bonuses or social security benefits are not paid as legally required

Risk area: China, India

Actions: This has been a persistent practice in Chinese factories and requires educating workers, as there has been widespread reluctance to participate in social security schemes. However, in September 2025, the Chinese government implemented some reforms that should lead to a more resilient and equitable welfare system. This is not yet evident in the audit reports, but we hope to see improvements in the coming year.

As part of our audit's corrective actions, we have always prioritised full transparency in wage calculations for workers, especially when paid on a piece-rate basis, which is now much less common. Audits of our factories show that allowances and bonuses are paid correctly.

RISK ASSESSMENT & MANAGEMENT

Risk: Unauthorised sub-contracting

Risk area: All Tiers

Actions: Although unauthorised subcontracting is not a human rights risk in itself, traceability is the backbone of any HRDD work. Unauthorised subcontracting creates a lack of supply chain visibility which can lead to other serious risks remaining unnoticed. As this is a risk that applies to all countries and Tiers we have prioritised creating a system for full supply chain traceability. All our partners have signed a Code of Conduct where unauthorised subcontracting is forbidden and have disclosed all current subcontractors (Tier 1 and finishing). The supply chain in Tiers 2-4 is disclosed in Fabric Information sheets for each fabric group ordered.



China

70.69% (10 factories)

Our Chinese partners are our longest-standing business partners, with the majority having worked with us for more than ten years. In 2025, our FOB spend in China continued to decrease year on year, falling from 78.01% to 70.69% of our total FOB spend. This reduction reflects the political and economic landscape, with unpredictability defining much of 2025. However, we have onboarded one new Chinese partner specialising in beautiful fabric and garment production using a new natural fibre for us: kapok.

Portugal

10.81% (6 factories)

Four new Portuguese partners were onboarded in 2025 as part of us expanding of the European supply chain. However, since we only produced a few styles in smaller factories, the FOB costs have remained similar to last year. Each factory was selected for its unique expertise: tailored styles, attention to detail, whole-garment knitting, and swimwear.

Peru

5.95% (1 factory)

A significant change in our sourcing in 2025 was the establishment and growth of our partnership with a Peruvian knitwear partner. We selected this partner for their exceptional skills, honed over centuries of tradition, using locally available materials such as alpaca, cotton, and wool. This allows us to source and produce our alpaca and some cotton styles locally, thereby reducing our overall environmental impact.

In addition, the partner collaborates with a foundation that empowers women in the highlands of Arequipa, Peru. The foundation provides training and offers stable commercial work, creating meaningful opportunities for local women.

India

4.44% (3 factories)

In 2025, in our efforts to diversify the supply chain, we onboarded a new Indian partner that combines rich textile traditions with modern, efficient craftsmanship.

Lithuania

3.90% (1 factory)

This year, we nearly tripled our business with a Lithuanian linen garment partner. The partner is partially vertically integrated, with weaving, finishing, and sewing all carried out under one roof. Linen has been used for centuries across Northern Europe, and all products from this partner are certified European Flax.

Indonesia

1.91% (1 factory)

In 2025, we began working with a new Indonesian factory specializing in elegant yet relaxed silk clothing.

Turkey

1.90% (1 factory)

As in the previous year, our Turkish factory produces all our denim styles, specializing in sustainable denim washing processes. It also uses locally produced fabrics, often made from Turkish cotton, supporting a fully local supply chain.

UK

0.40% (2 factories)

Our two UK factories include a studio in East London, producing small quantities of our leather-based styles, and a silk printing factory in Northern England.

External Production

Each season we source small amounts of accessory styles from other brands. We have always selected brands who prioritise ethics and sustainability, giving preference to brands with small production runs or artisan makers.

Our Partner Setup Form includes human rights and environmental management questions as well as requests any available audits or certificates to be sent upon starting a business relationship.

Key performance indicators

Ongoing monitoring of effectiveness and remediation efforts is captured in audit reports and follow ups. The improvement and changes in partner social compliance are also captured in partner risk assessment as it is updated depending on the latest audit findings or remediation. A separate summary of progress is provided to Product Developers and the Managing Director upon request and whenever a significant change is made.

From 2021 Selective Marketplace has been reporting the work on human rights in detail in the annual Social Report, which is published on our websites and accessible directly from the homepages.





Training & Communication

Training

Our Ethics and Sustainability Manager prepares and updates a training video covering human rights due diligence, which is available to all staff and mandatory for new staff members. Our customer service and contact centre teams are specially briefed. Product Development teams and the Managing Director are continuously updated on relevant changes in human rights situations and potential risks.

Information Management

All the information regarding HRDD activities is collected and kept in a shared folder that is accessible to everyone involved in sourcing, merchandising, and marketing. Audit reports and any the current situation in factories is continuously communicated to the sourcing team and head management. The information is organised and regularly updated by the Ethics and Sustainability Manager.

Transparency & Communication

We have a “Our Partners” page on our homepages where customers and anyone interested can find brief information on our sourcing values and our supply chain. Our annual Social Report (Modern Slavery Statement) is also published there.

HRDD Academy (powered by Fair Wear) is displayed on our homepage and customer service email footers with a link to the Fair Wear homepage for more information.

Our Ethics and Sustainability Manager is actively participating in discussions in working groups with other CSR managers from multiple UK brands to discuss news and issues regarding social compliance and best practices.

Stakeholder Engagement

As modern slavery affects women disproportionately, through our charity activities, we supported women’s empowerment programs. Through our 2025 International Women’s Day campaign, we raised £17, 000 which we donated to Women for Women International who help survivors of war rebuild their lives and £13, 000 to PAWA to support underprivileged teenage girls’ education in Asia.

In conclusion

Despite the volatility and uncertainty that defined 2025, Selective Marketplace has continued to strengthen its foundations through deliberate, values-led decisions. By deepening long-term partnerships, diversifying and localising our supply chains, and embedding robust human rights due diligence across all tiers, we have prioritised resilience, transparency and responsibility over short-term gain. Our approach reflects a clear commitment to ethical sourcing, continuous improvement and accountability, supported by strong governance and active stakeholder engagement. As we move into the year ahead, we remain focused on building a supply chain that not only delivers quality and creativity for our customers, but also upholds the rights, dignity and wellbeing of everyone involved in making our products.



A large herd of llamas of various colors (white, brown, black) is gathered in a field of tall, dry grass. The background shows a hillside covered in similar vegetation under a cloudy sky. The text 'WRAP' is centered in the upper half of the image in a white, serif font.

WRAP

LONDON