

CHILD LABOUR, MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

About us

L-Fashion Group Ltd (“Luhta”) is a family-owned business, which manufactures, sells, and distributes including but not limited to clothing, footwear and accessories. Luhta has subsidiaries in Europe, Asia and in the United States and our supply chain includes of our own factory in China but also other subcontractors in Asia.

Commitment

Luhta prohibits child labour, torture, modern slavery and human trafficking in all its forms. Luhta is committed to continuous improvement of its practices in order to combat child labour, modern slavery and human trafficking effectively in the course of its business.

Luhta prohibits its supply chain from charging recruitment fees or requiring deposits from the workers in relation to being able to work. All workers shall always have the right to terminate their employment at any time without penalty upon giving reasonable notice.

It is not allowed to withhold any personal papers of the worker (such as ID, passport and certificates) by any partner in our supply chain. However, Luhta’s supply chain must ensure that there are no individuals under 16 years old in the workforce.

All workers must be provided with a written agreement of employment in a language the worker understands, where the terms of employment (including but not limited to wage rate and hours) are clear.

Strategy for 2024

Luhta has recognised that the highest risk for any unethical conduct arises from its supply chain (tier 2, 3) especially in Asia. Luhta will continue to monitor the Partners’ compliance with its Supplier Code of Conduct and improve its auditing processes (including internal North Star monitoring) according to the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector. Luhta’s focus areas will be for the next 6 months to improve the procurement processes, so we ensure that any new potential supply chain partners comply with our updated requirements regarding human rights. Second, towards the end of the year 2024 Luhta will continue to train and support current partners in their transition to full compliance with our new Code of Conduct and improve the human rights and environmental due diligence data collection and validation to build up a systematic process to better collect, analyse, validate and communicate data on risks and impacts. Furthermore, the agreements with the supply chain partners will be improved in order to allow better key performance indicators for compliance with the updated Code of Conduct.

Adopted on 12.12.2023.



Juha Luhtanen/CEO
L-Fashion Group Oy