

# Modern Slavery & Human Trafficking Statement

Financial Year 2025-2026

## 1. Introduction

This statement is made pursuant to **Section 54(1) of the Modern Slavery Act 2015** and constitutes Epsilon Global Sourcing's slavery and human trafficking statement for the current financial year.

Although our turnover may not legally require a mandatory statement, we voluntarily publish this declaration to demonstrate our unwavering commitment to ethical trading. In the global apparel sector, silence is a risk. We choose transparency. We have a zero-tolerance approach to modern slavery, forced labor, and human trafficking within our operations and supply chain.

## 2. Our Structure and Supply Chain

Epsilon Global Sourcing is a UK-based apparel sourcing and production management agency. Our head office is in London, United Kingdom, and our operational sourcing hub is located in Dhaka, Bangladesh.

We act as the bridge between Western fashion brands and garment manufacturers. We recognize that the garment manufacturing sector in South Asia carries inherent risks regarding labor exploitation. Therefore, our supply chain management is not passive; it is active, physical, and continuous.

## 3. Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our internal **Ethical Sourcing Policy** reflects our commitment to acting ethically and with integrity in all our business relationships.

Our standards align with the **ILO (International Labour Organization)** conventions and the **ETI (Ethical Trading Initiative)** Base Code. We strictly enforce:

- **No Forced Labor:** Work must be voluntary. Passport or ID withholding is strictly prohibited.
- **No Child Labor:** Strict age verification processes must be in place.
- **Freedom of Association:** Workers have the right to join unions and bargain collectively.
- **Safe Working Conditions:** Adherence to Accord/RSC safety standards.

## 4. Due Diligence: The Epsilon Difference

We do not rely solely on third-party paper audits, which can expire or be falsified. Our risk mitigation strategy is built on **direct physical oversight**:

1. **Dhaka-Based Compliance Team:** We employ our own Compliance Officers who are permanently stationed in Bangladesh. They speak the local language and understand the local context.
2. **Unannounced Visits:** Our team conducts unannounced spot checks on partner factories to ensure the conditions we see on audit day are the conditions maintained every day.

3. **Subcontracting Control:** A major risk area for modern slavery is unauthorized subcontracting. We strictly prohibit unauthorized subcontracting. Our field team validates production lines to ensure your goods are being made in the approved, audited facility.

## 5. Risk Assessment and Management

We categorize our suppliers based on risk. Any factory found to be compliant with structural safety but lacking in labor rights (e.g., excessive overtime, delayed wages) is placed on a **Corrective Action Plan (CAP)**.

- We support factories willing to improve.
- We immediately terminate relationships with suppliers who refuse to remediate critical violations or attempt to conceal labor practices.

## 6. Training and Awareness

To ensure a high level of understanding of the risks of modern slavery, we provide training to our staff. Our London procurement team and our Dhaka field inspectors are trained to spot the "silent signs" of forced labor that standard checklists might miss, such as worker demeanor, restricted movement, or coached answers.

## 7. Board Approval

This statement has been approved by the Board of Directors of Epsilon Global Sourcing.



**Robin A.**

Director, Epsilon Global Sourcing Date: February 2026