



Modern Slavery Act Statement

Protest | Dekker Olifanta B.V.

Version: October 2023

Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. It constitutes **Dekker Olifanta BV and Protest Sportswear** 's slavery and human trafficking statement for the financial year 2023

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 2015 our organisation has been and currently is a participant of the [Business Social Compliance Initiative \(BSCI\)](#), which supports companies to drive social compliance and improvements within the factories and farms in their global supply chains.

As a BSCI Participant we endorse the [BSCI Code of Conduct](#) and its [terms of implementation](#) and cascade it through our supply chains. Therefore, **Protest** 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. Protest remains open to constructive engagement with stakeholders who can help to combat this phenomenon.

General

At Protest Sportswear, our mission is to "help everybody ride more" by creating high-quality sportswear that empowers individuals to live active, fulfilling lives. To achieve this goal, we are committed to fostering a supply chain that not only supports our business but also upholds fair and equal opportunities for all participants.

Protest Sportswear is a global company with a presence in over 30 countries. We prioritize corporate social responsibility, and our organizational culture places a strong emphasis on respecting human rights, working conditions and maintaining high ethical standards in all aspects of our operations. We unequivocally condemn any violations of human rights, including modern slavery, within our direct and indirect operations, which encompass our supply chain.

Our Approach, Policies, and Procedures

While we maintain complete control over our internal operations, we recognize that businesses operating within complex global supply chains face the challenge of ensuring that their suppliers uphold the same ethical standards.

We have implemented various internal policies to guide our business practices, ensuring they are ethical and transparent. These policies are crafted by experts in the respective fields, approved by functional heads, and ratified at the director level. Our key policies include:

1. ****Code of Conduct for Business Partners:**** This Code was comprehensively revised in 2023. All suppliers and business partners are required to adhere to this Code, which outlines the fundamental principles we expect from both our direct and indirect suppliers. It sets the minimum legal and ethical social and environmental requirements they must meet. We are proud to mention that we and our clothing manufacturers are affiliated with AMFORI BSCI. This affiliation reinforces our commitment to ethical sourcing and enables us to engage with our suppliers on sustainability matters relating to their operations, while also establishing the minimum criteria they must satisfy.
2. ****Protest Sportswear Handbook:**** We introduced this handbook in 2016 and updated it in 2023. This book was comprehensively revised in 2023 and sets our standards for both business and personal conduct. It applies to every employee of Protest Sportswear, regardless of their role or seniority. This handbook serves as a uniform source of information, aids in onboarding new employees, ensures regulatory compliance, manages risks, and enhances communication. It contributes to efficiency, productivity, and a positive company culture, providing guidelines for conflict resolution. In essence, a company handbook is a valuable tool for effectively and systematically managing business operations.
3. ****Confidential Advisor:**** Our trustee (confidential advisor) is available to provide support and guidance to employees who wish to report any wrongdoing or concerns within the organization about a colleague or the organization itself. They play a crucial role in ensuring that individuals can come forward with their issues without fear of retaliation, as protected by Dutch Whistleblower laws. The Dutch Whistleblower Protection Act became effective on 18 February 2023 and replaced the previous Whistleblowers Authority Act (2016). The confidential Advisor is a trusted resource for direct and indirect employees of Protest seeking assistance in addressing ethical, legal, or safety-related matters, and they help maintain a safe and accountable workplace environment.

Suppliers

Protest Sportswear maintains an unwavering commitment to engage only with suppliers who share our principles. We also work to ensure that corrective measures are implemented where necessary. As stipulated in our Code of Conduct for Business Partners, our suppliers must:

- Refrain from employing child labor.
- Adhere to wage and working time standards in compliance with all applicable laws and regulations, including minimum wage, overtime, and maximum hours.
- Promote equal opportunities and combat workplace discrimination.
- Abstain from using prison, indentured, or bonded labor, as well as any forms of mental and physical coercion as disciplinary measures.
- Respect and support the right of labor to associate freely and the employees' rights to join a trade union where permitted by law.

In terms of labor practices, our suppliers must:

- Provide safe and healthy working conditions for their employees.
- Maintain a readily accessible Health & Safety Policy for all employees, as required by local laws.
- Demonstrate compliance with Health & Safety policies and continuously strive to minimize accidents and risks.

Upon establishing partnerships, all new suppliers receive an email from our onboarding team that clearly states, "By engaging in business with Protest Sportswear, you accept and commit to adhering to our Code of Conduct for Business Partners."

We remain dedicated to maintaining the highest ethical standards and ensuring that modern slavery and human trafficking have no place in our operations or supply chains.



PROTEST SPORTSWEAR

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