

# NEXT

MODERN SLAVERY  
TRANSPARENCY STATEMENT  
**2025-26**

# INTRODUCTION

It continues to be a priority for NEXT to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. We take any allegation of human rights abuse in all its forms seriously and will not tolerate human rights abuse against individuals within NEXT’s own organisation or our supply chain.

Modern slavery can take many different forms and is a complex issue. NEXT has taken steps to identify areas where there are risks of modern slavery occurring within our business and supply chain and we are working to eliminate that possibility.

During the year we encountered issues relating to child labour, freedom of movement and migrant labour. You can read more about how we investigated and remediated these on page 8.

This is our 9<sup>th</sup> statement made under the Modern Slavery Act 2015 and constitutes our Group modern slavery statement for the 2025/26 financial year. It highlights the key activities we have undertaken during the year and aims to provide useful information to understand our commitment as a responsible retailer to reduce those modern slavery risks that could be connected to our business.

This statement has been prepared on behalf of NEXT plc and its following group companies: Lippy Limited, Next Distribution Limited, Next Holdings Limited, Next Retail Limited and Next Beauty Limited and is approved by the Board of NEXT plc.



Jonathan Blanchard  
Chief Financial Officer, NEXT plc  
**26 March 2026**



# KEY ACTIVITIES IN 2025/26



## SUPPLY CHAIN TRANSPARENCY

- Updated Tier 1 and Tier 2 factory listing published on [nextplc.co.uk/corporate-responsibility/our-suppliers](https://nextplc.co.uk/corporate-responsibility/our-suppliers) and the Open Supply Hub, a public platform for supply chain data.
- Tier 3 sites are the top 90% (by Next Own Brand product volume) for NEXT own brand, declared material and component manufacturers used by our Tier 1 suppliers where the following processes are undertaken: knitting, weaving, dyeing, printing. Listing published on [nextplc.co.uk/corporate-responsibility/our-suppliers](https://nextplc.co.uk/corporate-responsibility/our-suppliers).
- **2,708** Code of Practice (COP) audits performed in the year across 33 countries.



## ACTIVE MANAGEMENT & REMEDIATION

- Grievance mechanisms embedded and operating in 11 countries: Pakistan, India, Myanmar, UAE, Vietnam, Cambodia, Sri Lanka, UK, Morocco, China and Turkey.
- Worked with **9** factories to successfully remediate modern slavery issues. A further **12** sites are being supported through an agreed remediation process.
- Disengaged **21** factories where remediation on issues relating to modern slavery had not been achieved: to an acceptable level; or within acceptable time frames; or the factory did not demonstrate willingness to improve. **11** of these cases were in relation to wage retention.



## RISK ASSESSMENT & DUE DILIGENCE

- Reviewed and updated our salient human rights risks to ensure that these remain relevant to our business and operations.



## TRAINING & AWARENESS

- For Next UK **2,347** current employees completed the training during the year. This course explains what modern slavery is, why it's relevant to NEXT, our company policy along with employees' responsibilities and what it means for them. The course is also completed by our employees globally.
- Delivered training sessions for factories as part of the roll-out of grievance mechanisms.
- Over **100** employees attended our Code of Practice workshop, supporting information provided in our e-learning training.



## COLLABORATION

- Maintained support of Unseen - the UK modern slavery and exploitation helpline. During the year we donated items and provided financial support to one of the safe houses which supports modern slavery victims. We also engaged on three cases highlighted through our membership of the Unseen Business Portal.
- Carried out in-person supplier presentations in the UK and Italy.
- Continued our Code of Practice audit approach with our Total Platform partner brands Joules, FatFace, JoJo Maman Bébé and Reiss.
- Participated in the consultation on updating statutory guidance on the Modern Slavery Act, attending stakeholder calls and providing constructive feedback.

# OUR BUSINESS & COMMITMENT

## OUR BUSINESS

NEXT is a UK based retailer offering beautifully designed, excellent quality clothing, footwear, accessories, homeware and beauty products.

The Group is primarily comprised of:



### NEXT Distribution

- **9** UK warehouses, **6** UK depots and **2** international hubs which are fully integrated with our cost-efficient distribution facilities. Our distribution network serves our Retail stores and Online customer deliveries for both NEXT and third-party branded products. We also facilitate the induction of products held in third-party warehouses into NEXT's distribution network for onward delivery to customers.



### NEXT Online

- Over **10.4** million UK Online customer
- **5.7** million overseas customers



### Well-Connected Store Network

- Over **800** stores in UK and Eire (includes Reiss, Joules and FatFace stores)
- Approximately **200** franchised stores (includes Reiss, Joules and FatFace franchised stores)
- In **37** countries.

Our stores play an important role in supporting our Online customers; nearly half of our UK Online orders are collected instore and the majority of returns are through our stores.



### Digital Marketing Systems

The development of online marketing systems to target products and brands to customers.



Our systems

- have the ability to manage significant amounts of data and incorporate sophisticated search facilities
- and web based marketing tools that link with our email and social marketing systems.

### Consumer Credit

NEXT Finance has built a high quality receivables book with customer credit balances of **£1.3bn**. The ability to sell products on credit has proven to be an attractive service to customers which benefits Online sales and Group profitability. The customer receivables are a valuable asset, adding to the Group's financial strength.



### Call Centres

NEXT operates multi-language call centres in the UK and overseas to support its worldwide customer service operations for Retail, Online and NEXT Finance.



### Supply Chain

NEXT has a well established supply chain that is supported by our overseas sourcing operation, NEXT Sourcing Limited (NSL). NSL provides buying, sourcing and design skills which support our product teams in the UK.



### NEXT Employees

Around **50,000** employees globally Continuous improvement lies at the heart of our business. We aim to conduct our business in an ethical manner and to develop positive relationships with our suppliers to raise standards of working conditions in the



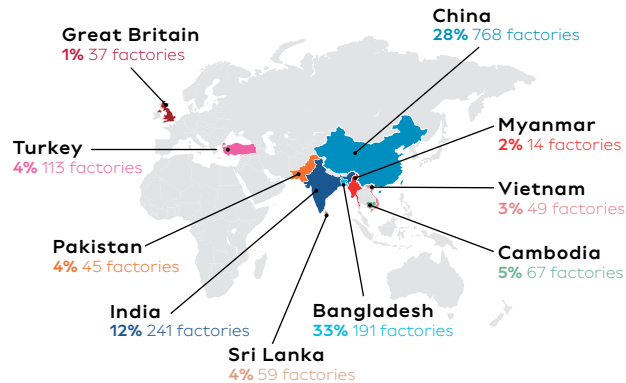
# OUR BUSINESS & COMMITMENT

## OUR PRODUCT SUPPLY CHAIN

- We source from **33** countries.
- We have **728** active Tier 1\* product suppliers
- We are a team of **53** directly employed people based in our key sourcing locations. There are 3 'pillars' to our work: Auditing, Engagement and Projects & Programmes, all of which support our approach to protecting workers in our supply chain. During the year our in-house COP team carried out **2,708** audits. There are around **1.9m** workers in our Tier 1\* product supply chain (based on sites audited during the year)

\*For details of our supply chain tiers, please refer to 'Our Customer and Products' section of our Corporate Responsibility Report at [nextplc.co.uk/corporate-responsibility/our-suppliers](https://nextplc.co.uk/corporate-responsibility/our-suppliers).

### Our top 10 sourcing countries are:



## OUR COMMITMENT

NEXT is committed to finding and preventing modern slavery and human trafficking throughout our business and supply chain and to understanding the modern slavery risks that may be present.

We do this by:

- Finding effective methods to work to eliminate slavery and human trafficking practices in our supply chain. We are working towards full transparency of our supply chain.
- Ensuring our policies and procedures are reviewed regularly and that we have development and training processes in place to enable our internal teams to have appropriate awareness and understanding of the issues and our responsibilities.
- Ensuring new suppliers understand our requirements before they commence working with us, and that existing suppliers comply with those requirements.
- Ensuring the people who provide the products and services we buy and use are treated fairly, and that their fundamental human rights are protected and respected.

# GOVERNANCE FRAMEWORK & POLICIES

## OUR GOVERNANCE FRAMEWORK



A robust governance structure and clear risk management and internal controls framework, both of which are embedded throughout the business, are core to our approach. Our ESG Steering Group is responsible for prioritising actions and helping to monitor emerging ESG risks. Updates on ESG activities were provided during the year to the Audit Committee which has ESG as a standing agenda item at each of its meetings.

On a day to day basis, significant issues seen by the COP team as part of their work are discussed with the executive directors where appropriate.

As part of the NEXT risk management process, detailed risk registers are maintained by 20 distinct operational and functional areas, where local business risks are identified, assessed and managed, which include risks relating to human rights, modern slavery and bribery. Specific corporate responsibility risks are recorded, considered and managed as part of this process. In addition, the impact of corporate responsibility risk factors is included, where appropriate, in the NEXT plc directors' assessment and review of NEXT's principal risks. NEXT's principal risks are detailed in the Strategic Report section of our latest Annual

Report at [nextplc.co.uk](http://nextplc.co.uk)

## DUE DILIGENCE

Our COP auditing process is a vital due diligence tool as it delivers assurance that our suppliers and their factories understand their responsibility to comply with our ethical standards. Details of our Principle Standards and Auditing Standards are available at [www.nextplc.co.uk/corporate-responsibility/code-of-practice](http://www.nextplc.co.uk/corporate-responsibility/code-of-practice). We also invest time and resources to support effective communication and work collaboratively with our suppliers to prevent issues arising or help resolve issues we have identified. We use the UN Guiding Principle Reporting Framework to help us build a more detailed picture and better understand the salient human rights issues across our business (i.e. those human rights that stand out because they are at risk of the most severe negative impact through the Company's activities or business relationships).

## POLICIES

NEXT has clear policies and monitoring processes in place combined with robust supply chain management. We review and update these policies and practices regularly as we learn from our experiences.

They are designed to ensure that people are treated with dignity and respect and include internationally recognised human rights principles and indicators encompassed in the Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.



# GOVERNANCE FRAMEWORK & POLICIES

NEXT’s business policies relating to third party relationships and modern slavery are published on our corporate website at [nextplc.co.uk/about-next/corporate-governance/policies](https://nextplc.co.uk/about-next/corporate-governance/policies):

- Human Rights and Modern Slavery
- Whistleblowing for NEXT’s third parties
- Code of Practice Principle Standards and Auditing Standards (available from our corporate website)
- Health and Safety
- Anti-Bribery & Anti-Corruption

We also have the following employee related policy:

- Whistleblowing for employees

The NEXT COP Principle Standards comprise:

- No forced labour or modern slavery
- Freedom of association and the right to collective bargaining
- Safe and healthy working conditions
- No child labour
- Fair wages and benefits
- Lawful working conditions
- No discrimination practiced
- Employment security
- Respectful treatment of workers

We also have additional policies on our supplier portal system covering specific supply chain issues:

- Migrant Labour
- Child Labour
- Agency Labour
- Homeworkers
- Laundry Management
- Wage Retention
- Shared Premises

During the year we have revised our auditing standards and communicated these to our suppliers via our supplier portal. Following the introduction of heat stress guidance for suppliers last year, we have remained engaged on the topic through participation in ETI’s Just Transitions Working Group, working with global universities on heat stress research and attending an international conference on the subject.



# RISK ASSESSMENT & DUE DILIGENCE

## WHERE ARE OUR HIGHEST RISKS?

We believe those areas which give rise to the highest modern slavery risk are:

- NEXT’s own branded product supply chain
- NEXT’s suppliers who subcontract manufacturing processes e.g. dyeing and finishing
- Specific country risks where modern slavery is higher e.g. India (restriction of freedom of movement), China (state-imposed forced labour), Myanmar (child labour)
- Specific goods or services not for resale e.g. logistics service providers, cleaning services, employment agencies, waste recycling, warehousing.

Our salient human rights risks are as follows:

- Freedom of Association and Collective Bargaining
- Child Labour
- Modern Slavery
- Fair Wages
- Discrimination and Harassment
- Health and Safety
- Water and Sanitation
- A clean, healthy and sustainable environment
- Working Hours
- Indigenous and Community land rights

Further information on our latest salient risks are available in our Corporate Responsibility report at [nextplc.co.uk](https://nextplc.co.uk).

## KEY ACTIVITIES THIS YEAR

**Supplier presentations** were carried out in Italy and the UK during the year, covering topics such as sourcing challenges, supplier compliance, supply chain risk and effective stakeholder engagement. These presentations provide the opportunity for valuable interaction with our suppliers to improve ways of working together and understand each others’ focus areas. In-person supplier events are planned for India and Turkey during 2026. Our intention is to continue to carry out in-person supplier events in our top ten sourcing countries on a regular basis.

### Unauthorised subcontracting

We have identified **32** cases of unauthorised subcontracting (subcontractors who have been engaged without our approval and therefore without us carrying out an audit) in our product supply chain through our auditing work. Where such cases are identified, we work with the supplier and factory to highlight the risks of subcontracting to unauthorised sites. The number of identified cases increased by six versus the prior year, reflecting our increased focus on identifying this important issue in global supply chains. We have highlighted this as an ongoing concern in our in-country supplier presentations, reiterating the importance we place on transparency and maintaining accurate production location details. As our COP teams carry out the vast majority of audits on an unannounced basis, they are well placed to identify unauthorised subcontracting cases and work with suppliers to remediate.

### Third-party branded suppliers

During the year we continued to engage with third party brands that we sell on our platform. Following on from work that was

initiated last year, we engaged 15 additional third party brands through one-to-one meetings to understand their approach to ethical compliance. We also circulated a questionnaire to a wider group of brands. We aim to provide assistance to those brands where there is an opportunity to build knowledge and awareness.

### Forced labour

We continue to closely monitor developments in relation to allegations of forced labour in the Xinjiang Autonomous Region (XUAR) of Western China. Our Cotton Sourcing Policy includes a ban on the use of cotton from the XUAR.

We do not directly source products from the XUAR at Tier 1 (product factory), Tier 2 (subcontractor to a Tier 1) or Tier 3 (fabric/ yarn suppliers and spinners). Our work to ensure that products made or sourced for NEXT are free from forced labour is undertaken by our COP team and covers Tier 1 and 2 suppliers.

Traceability of our full supply chain is a key area of focus given we do not directly source raw materials. We are working closely with our suppliers and industry stakeholders to find the most effective and accurate ways to trace our supply chain to Tier 5 (raw materials). We also work collaboratively with relevant NGOs and multi-stakeholder initiatives such as the Ethical Trading Initiative (“ETI”) and the British Retail Consortium to share knowledge of challenges and solutions.

# RISK ASSESSMENT & DUE DILIGENCE

We continue to map the raw material sources of our suppliers to provide confidence that the materials used in our products are sourced responsibly in line with our Responsible Sourcing Approach - see our Corporate Responsibility Report for more information.

We take allegations of forced labour in our supply chain extremely seriously and take appropriate steps to investigate them where allegations arise. There are significant challenges in investigating issues of this nature. As such, we engage closely with relevant internal and external stakeholders - including the ETI - to identify and implement appropriate next steps. During 2025 we engaged with the ETI's Community of Practice on forced labour, including attending in-person workshops facilitated by industry experts. These workshops focused on approaches to mitigating forced labour risks in supply chains, enhancing compliance and establishing ethical sourcing strategies.

## DUE DILIGENCE & ACTION TAKEN

Concerns regarding modern slavery generally originate from one of the following sources:

- COP audits
- Whistleblowing (with third party platforms, such as 'This is My Back Yard' (TIMBY))
- Employee or third party communications

## Grievance Mechanisms and Worker Voice

Country	No. of Factories	Total Grievances Received	Resolved	In Progress
Turkey	47	41	36	5
Cambodia	15	9	9	0
Vietnam	13	15	8	7
Myanmar	15	24	23	1
India	110	45	43	2
Sri Lanka	19	60	47	13
UAE	1	0	0	0
Pakistan	12	27	24	3
UK	1	0	0	0
Morocco	7	6	6	0
China	2	0	0	0
<b>Total</b>	<b>242</b>	<b>227</b>	<b>196</b>	<b>31</b>

In Bangladesh, workers can raise grievances on work-related matters through the Ready-Made Garment Sustainability Council (RSC) Worker Complaints Mechanism.

As part of our continued roll-out of the TIMBY mechanism, we held an in-person launch event for key UK suppliers at the end of 2025. A focus for the year ahead is to visit the relevant UK factories to embed the roll-out through direct engagement with workers.

If our employees are visiting a factory as part of their role and identify something of concern, they can contact our COP team directly. On the occasions when this has happened we have been able to put an appropriate response or action plan in place. This reflects the positive engagement of our employees and their awareness of modern slavery issues which supports the work of the COP team.

During the year we have reviewed any such concerns and agreed actions accordingly. We continue to produce internal incident reporting which provides clear visibility of where risks arise, both geographically and by category. Incidents and associated reporting are reviewed by the ESG Steering Group where actions are agreed and progress tracked. Whistleblowing incidents are reported to the Audit Committee of NEXT plc.

During 2025/26 all audits were on-site visits, **99%** of which were unannounced. Through these audits we identified **42** cases of modern slavery related risks, of which, **9** have been successfully remediated, **12** have an ongoing agreed plan to remediate and **21** factories have been disengaged. Our priority is to support factories to resolve issues, but we will not continue to work with them indefinitely if there is no willingness to improve.

## FOCUS ON MYANMAR

Myanmar has a higher risk for modern slavery. As such, we have implemented additional due diligence measures including:

- Unannounced audits every 8 weeks
- Additional, dedicated on-the-ground resource
- Engagement with external organisations such as the European Chamber of Commerce (see CRR Partnering for Change)

We continue to work with our suppliers and factories in-country, supporting them with remediation measures where necessary and communicating regularly to ensure compliance and collaboration.

# RISK ASSESSMENT & DUE DILIGENCE

## FOCUS ON CHILD LABOUR

During the year, we identified a case of child labour in our global supply base as part of our audit process, which involved one factory in China. On identification of the issue, immediate action was taken with the supplier. However, they did not engage in the remediation process, despite our COP team's efforts to support them. Our approach in these situations is to work with suppliers and factories but will not continue to work with them if there is no willingness on their part to remedy the issue and improve moving forwards. Therefore, this factory is no longer part of our supply base.

This is a key focus area for NEXT and we continue to engage with our suppliers on child labour risks, including robust due diligence and compliance processes, supported by tools on our supplier portal. In the year ahead, we will review and revise our child labour policy and guidance for suppliers.

## FOCUS ON RESTRICTION OF FREEDOM OF MOVEMENT

One of the indicators of modern slavery is restriction of freedom of movement, where individuals have limited opportunities to move freely.

India has a higher risk for modern slavery. As such, we implemented additional due diligence and audit measures, which identified restriction of freedom of movement in our Indian supply chain during the year.

- One case of restriction on movement in a female hostel
- Three cases of restriction on the use

of toilets

On identification of the issues, immediate action was taken with the respective suppliers. They engaged positively and were fully receptive to working on remediation to resolve the issues. Of the four cases identified, remediation has already been completed in two factories and improvements verified by our COP team. In the other two factories, remediation has been agreed and follow-up audits will be carried out to verify that agreed actions have been completed in line with expectations.

Our approach is not to walk away from these serious issues, but to work with our suppliers and factories to agree a remediation plan and monitor plans through to completion. Active sites will continue to be monitored by our regional COP team, including unannounced visits to ensure that improvements are maintained.

# RISK ASSESSMENT & DUE DILIGENCE

## FOCUS ON MIGRANT LABOUR

### Case study

During the year we worked with one of our factories in Turkey to resolve an issue in relation to migrant workers. Our COP team identified that migrant workers from Nepal who had come to work in Turkey had paid a fee to agents in order to obtain a job. This is not compliant with our migrant labour policy or Next Code of Practice Auditing Standards so we worked with the factory management to agree a corrective action plan, comprising:

1. Reimbursement payments made to 34 workers directly by the factory. These payments were made via bank transfer and were verified by the COP team. The timing and purpose of the payments was also communicated to the workers in advance.
2. Although the factory had no new recruitment plans at the time, it was agreed that in the event of future recruitment the NEXT team would provide support by preparing a presentation to assist with communication to the local team and during the agency selection/interview process. It was also agreed that an authorised representative from the factory should visit the country of origin for any future recruitment.
3. The cost of replacing the work permit card of one worker was covered by the factory. Relevant clauses were added to internal procedures, translated into the workers' local languages and shared with them.

## LOOKING FORWARD

Over the year we plan to focus on the following areas:

- Expand our work on Freedom of Association and how it links to other human rights risks, engaging directly with key suppliers to establish best practice on the topic.
- Continue our engagement with third party brands. After reaching out to 15 brands last year, we will reach out to more brands during 2026 as part of our approach in risk assessing brands that we sell on our platform.
- Review our Child Labour Policy and guidance for Suppliers and Factories.

# TRAINING & COLLABORATION

## TRAINING & AWARENESS

### OUR EMPLOYEES & SUPPLIERS

Raising awareness and providing our employees with appropriate training remains a key focus area. Our bespoke online training course is completed by employees globally. Ongoing communication with our suppliers is crucial and our one-to-one supplier presentations have been a vital part of our approach to maintaining close contact with our supply chain partners.

#### Activities this year include:

- Delivering supplier presentations in Italy and the UK
- Engaged more third party brands as part of our enhanced due diligence
- Internal COP workshops carried out with over **100** employees. The workshop focuses on matters like our auditing approach, audit ratings and what they mean, as well as modern slavery risks in the supply chain. We also discuss how COP fits in with the roles and responsibilities of the product teams.
- For NEXT UK over **2,347** employees completed the online Modern Slavery training during the year.

The association "**Yanındayız Derneği**" carried out a free training programme focused on gender-based harassment, violence, discrimination, and human rights awareness for textile workers in Turkey. The initiative/ project was funded by the Friedrich Naumann Foundation.

The training covers the following topics:

- Human Rights in the Workplace: Basic Principles
- European Convention on Human Rights and Working Life
- Awareness of Gender-Based Harassment, Violence, and Discrimination
- Basic Concepts of Gender Equality
- Employer Responsibilities and Employee Rights

Two of our factories received the training, with 38 workers participating from one factory and 80 workers participating from the other. Our COP Turkey team also attended the sessions, which were well-received by the workers.



# TRAINING & COLLABORATION

## COLLABORATION

Our business cannot tackle modern slavery alone, so it is important and valuable for NEXT to work with others to develop solutions for some of the more complex and systemic problems found within global supply chains. We believe that by maintaining strong direct relationships and undertaking collaborative work with others we are able to deliver real benefits to workers in our supply chain.

Organisation	Background & Benefits	Our Partnership and Activities in 2025/26
<b>RSC / Accord Strategic Partner</b>	<p>We are signatories to the International Accord for Health and Safety in the Textile and Garment Industry Agreement, which commenced in September 2021. The RMG Sustainability Council (RSC) performs factory inspections in Bangladesh focusing on three areas: fire risk, electrical installations and structural condition of buildings.</p> <p><b>Find out more at:</b> <a href="https://internationalaccord.org">internationalaccord.org</a></p>	<p>NEXT has maintained its full support for the Bangladesh Accord as it has transferred its operations into the RSC. The RSC includes representation from brands, unions and RMG manufacturers and manages workplace safety programmes at the 1600+ Bangladesh Readymade Garment factories previously covered under the Bangladesh Accord. The RSC’s work also includes remediation monitoring, safety training and an independent health and safety complaints mechanism available to workers in RMG factories.</p> <p>In 2025/26:</p> <ul style="list-style-type: none"> <li>· Overall Bangladesh Accord remediation average is <b>85%</b> but NEXT Bangladesh average is 90%</li> <li>· To date, over 150 NEXT supplier factories in Bangladesh have achieved 100% remediation and received a recognition letter from RSC/Accord</li> <li>· 22 of our factories in Pakistan have been assessed by the Accord RSC.</li> <li>· Our COP BD team carried out training for 20 factories on the RSC escalation process.</li> </ul>
<b>Unseen Strategic Partner</b>	<p>Unseen is a UK-based NGO providing the UK-wide Modern Slavery and Exploitation Helpline. Through sponsoring the hotline, we gain insight of potential modern slavery risks and how forced labour situations are being reported. This collaborative approach is important to help us mitigate risks and manage emerging threats.</p> <p><b>Find out more at</b> <a href="https://unseenuk.org">unseenuk.org</a></p>	<ul style="list-style-type: none"> <li>· During 2025/26, three cases were flagged to us via the Unseen Business Portal related to two of our logistics partners. One of the allegations was that minimum wages were not paid to some workers. We collaborated with other Business Portal member brands, who were also using the same logistics partner, to agree on a consistent approach. Unseen coordinated meetings where we shared information and agreed appropriate steps. We engaged directly with the logistics provider and relevant senior management at NEXT to discuss the cases. The company provided detailed information about their internal checks and processes that were followed to carry out due diligence and ensure compliance with legislation and ethical standards. We continue to liaise with Unseen and partner brands.</li> </ul>
<b>This Is My Back Yard (TIMBY) Strategic Partner</b>	<p>TIMBY is a digital platform focused on promoting transparency, accountability, and monitoring within supply chains, particularly addressing issues related to environmental, social, and governance concerns. It empowers workers, organisations, and communities to document and report grievances such as labour rights violations, environmental harm, and other ethical issues.</p> <p><b>Find out more at</b> <a href="https://timby.org">timby.org</a></p>	<ul style="list-style-type: none"> <li>· In 2025/26, we received over 200 grievances through the TIMBY app. For further details please see page 8 of this Statement and page 13 of our Corporate Responsibility Report. Our in-country teams follow up with the grievances to investigate them fully and feedback to workers and stakeholders.</li> </ul>

# TRAINING & COLLABORATION

Organisation	Background & Benefits	Our Partnership and Activities in 2025/26
<b>ACT</b> Industry Membership	<p>ACT is an initiative in the garment sector that provides a means of negotiating living wages, better working conditions and productivity improvements. ACT member brands commit to supporting productivity improvements and reviewing their internal buying practices and impact on workers.</p> <p><b>Find out more at:</b> <a href="https://actonlivingwages.com">actonlivingwages.com</a></p>	<ul style="list-style-type: none"> <li>We carried out the Brand and Supplier Purchasing Practices surveys during the year with our internal teams and our suppliers. This is the largest survey of its kind in the industry. A results summary was circulated internally in order to cascade key highlights.</li> <li>Between February 2025 and January 2026, Next has received 17 new complaints through the ACT Bangladesh Interim Dispute Resolution Mechanism (DRM).</li> </ul>
<b>British Retail Consortium (BRC)</b> Industry Membership	<p>BRC is a trade association representing UK retailers. It created the BRC Global Standards, which are internationally recognised frameworks for ensuring product safety, quality, and operational standards across supply chains. BRC's ethical experts work collaboratively on the welfare and treatment of workers in the retail supply chain to develop and agree ways of working.</p> <p><b>Find out more at:</b> <a href="https://brc.org.uk">brc.org.uk</a></p>	<p>During the year we continued to engage with BRC on ESG-related matters via their regular Sustainability Community Bulletins. In-person events are planned for 2026.</p>
<b>Ethical Trading Initiative (ETI)</b> Industry Membership	<p>The ETI is an alliance of companies, NGOs and trade unions, working collaboratively to ensure working conditions and rights of workers producing for the UK market meet or exceed international labour standards.</p> <p><b>Find out more at</b> <a href="https://ethicaltrade.org">ethicaltrade.org</a></p>	<p>During 2025/26 we:</p> <ul style="list-style-type: none"> <li>Participated in the ETI Community of Practice on State-Imposed Forced Labour (SIFL), including two in-person meetings.</li> <li>Continued participation in Freedom of Association workshops and implemented tools developed with ETI as part of our social dialogue programme in Cambodia and Vietnam.</li> <li>Held an in-person supplier session in the UK which included training on Freedom of Association.</li> <li>Calls with ETI and fellow members in relation to the Indian supply chain and health &amp; safety risks associated with hazardous tasks like tank cleaning.</li> </ul>
<b>The European Chamber of Commerce in Myanmar (EuroCham)</b> Industry Membership	<p>EuroCham serves as the voice of European business in Myanmar. Its focus is to advocate member interests and support European businesses in navigating Myanmar's business climate.</p> <p><b>Find out more at:</b> <a href="https://eurocham-myanmar.org">eurocham-myanmar.org</a></p>	<p>In 2025/26, we:</p> <ul style="list-style-type: none"> <li>We have attended regular online garment sector meetings alongside country stakeholders.</li> </ul>

# TRAINING & COLLABORATION

Organisation	Background & Benefits	Our Partnership and Activities in 2025/26
<p><b>AIDER</b> Local Partner</p>	<p>AIDER is an NGO based in New Delhi, India, whose mission is to transform the lives of those living in poverty – they especially focus on the empowerment of women and homeworkers.</p> <p>Find out more at <a href="http://aiderngo.org">aiderngo.org</a></p>	<p>NEXT works with AIDER to support and protect vulnerable homeworkers and their families through:</p> <ul style="list-style-type: none"> <li>Running a creche for children of homeworkers in Badarpur, India</li> <li>Running a computer centre at the facility where students can access tutoring and study for computing certificates</li> <li>Providing skills training e.g. embroidery and sewing</li> </ul> <p>The COP team based in India make regular visits to the centre</p> <ul style="list-style-type: none"> <li>· In 2025/26 our actions included:</li> <li>· Assisting families and the community to access available government support and benefits, including 42 children enrolled in full time schooling under the local EWS scheme free school education.</li> <li>· Promote female empowerment and community development via 32 sessions.</li> <li>· Organised medical camps for breast cancer screening and awareness (75 beneficiaries), eye health screening (175 beneficiaries) and dental health (79 beneficiaries).</li> <li>· Distribution drives – providing clothes (105 beneficiaries), medicine (161 beneficiaries), Diwali sweets &amp; gifts (200 beneficiaries) to the local community.</li> <li>· 164 ABHA cards (government-sponsored free health cards) have been generated for community members.</li> </ul> <p>For more information on our 10 year partnership with Aider, please see page 14 of our CR Report.</p>
<p><b>Benkacem (BCC)</b> Local Partner</p>	<p>BCC is a Moroccan NGO specializing in the promotion and training of youth and women in various fields, including empowerment, entrepreneurship, and capacity building.</p>	<p>In 2025/26 we continued our work with BCC in relation to our Gender Empowerment Programme in Morocco. Highlights include:</p> <ul style="list-style-type: none"> <li>· 37 children were provided with school kits</li> <li>· Training sessions were provided for female workers across our 3 participating factories on a range of topics:</li> </ul> <p>BCC also support our Effective Grievance Mechanisms work in Morocco. For further information please see page 13 of our CR report.</p>
<p><b>Impactt</b> Local Partner</p>	<p>Impactt supports companies to have a positive approach to human rights in the supply chain, putting workers at the centre of what they do.</p> <p>Find out more at <a href="http://impacttlimited.com">impacttlimited.com</a></p>	<p>Since 2022, Impactt has supported us with Child Labour remediation in Myanmar in relation to a historic case. Impactt maintained contact with 24 children until they reached 16 years old. 1 child is still being supported by Impactt until they reach 16, with education and monthly stipends.</p>

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<b>KADAV</b> Local Partner	<p>KADAV is a NGO in Turkey which supports community work in areas such as gender-based violence, migrant women and female labour rights.</p> <p><b>Find out more at <a href="https://kadav.org.tr/">https://kadav.org.tr/</a></b></p>	<p>During the year, funding from NEXT has helped KADAV to carry out activities such as:</p> <p>Publication of report on Fighting Child Marriage. Support in high earthquake risk areas - women's creative writing groups in Istanbul and Hatay and also activities focusing on women's needs in disaster situations. Workshops and counselling were organized to promote gender equality.</p>
<b>Phulki</b> Local Partner	<p>Established in 1991, Phulki is a non-profit organization that aims to enhance the lives of disadvantaged communities and support the development of socio-economic conditions of disadvantaged people. It has a key focus on childcare and early childhood development (ECD) in Bangladesh.</p> <p><b>Find out more at <a href="https://phulkibd.org/">https://phulkibd.org/</a></b></p>	<p>During the year we established the Gender Empowerment Programme (GEP) in Bangladesh. The programme includes 6 factories from 3 of NEXT's suppliers in Bangladesh.</p> <p>Aims of the programme include:</p> <ul style="list-style-type: none"> <li>· A comprehensive training plan to strengthen gender equality, health and leadership within the supply chain workforce.</li> <li>· promoting inclusive, safe and supportive environments for all workers, particularly women and caregivers.</li> <li>· Increased awareness of wellbeing, gender-based violence prevention, early childhood development, and leadership skills as well as enhanced institutional accountability and empowerment for female workers</li> </ul>
<b>SAVE</b> Local Partner	<p>SAVE is an Indian human rights non-profit organisation that has been campaigning against child labour and for the improvement of working conditions in the spinning mills and textile factories of South India since 1993. SAVE carries out developmental programmes to uplift socio-economically poor and marginalised communities.</p> <p><b>Find out more at <a href="http://savengo.org">savengo.org</a></b></p>	<p>The initiative is operated collaboratively with a number of other brands. We support SAVE to enable them to run six resource centres operating in five districts across Tamil Nadu, where new mill workers are employed in significant numbers. This program is focused in Tirupur and Dindigul, which are major hubs for the garment and spinning industries where large numbers of workers are employed. Two of these centres in Tirupur were set up exclusively as Migrant Resource Centres.</p> <p>These centres support workers and surrounding communities by providing them with training prior to their departure for work at the mills, support in addressing grievances and providing awareness on key issues, including labour rights, forced labour and gender based violence.</p> <p>Updates for 2025/26:</p> <ul style="list-style-type: none"> <li>· 3 Resource Centres established in Tirupur. 2 managers cover Dindigul district.</li> <li>· Resource Centre Managers support workers and surrounding communities by delivering 'pre-departure training', assisting with grievance redressal and raising awareness on key issues such as labour rights, forced labour, home-based work and gender-based violence.</li> <li>· 3 Alternative Learning Centres set up in Tirupur to support migrant children by providing basic educational needs.</li> </ul>

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## LOOKING FORWARD

Over the coming year we intend to:

- Hold in-person supplier events in selected sourcing countries, including India and Turkey.
- Update and refresh our in-person training sessions for head office employees
- Initiate a roll-out of TIMBY in our UK supply base through a series of in-person information sessions with factory employees.
- 10 years on from companies first having to produce an annual modern slavery statement under the UK Modern Slavery Act, during 2026 we are supporting research by Hult International Business School, Ethical Trading Initiative and CCLA Investment Management exploring the impact of the UK MSA on leadership, governance and operational practices as well as what good practice looks like in mitigating modern slavery.

