Brand Lab Ethical Policy

Introduction

As a responsible brand, Brand Lab is committed to upholding the highest ethical and environmentally sustainable standards. We recognize our responsibility to ensure that the manufacturers we partner with adhere to high standards of labour practices, environmental stewardship, and moral and ethical business conduct. We expect all our supply chain partners to adhere to a strict code of conduct, and we regularly employ third party Inspection and Audit services to ensure these goals are continually monitored.

Scope

This policy applies to all suppliers, contractors, manufacturers and other partners in the Brand Lab supply chain.

Our Operating Principles

Labour Standards

We take the rights of workers seriously. Brand Lab will, under no circumstances, accept child labour or forced labour anywhere in our supply chain. We do not tolerate discrimination based on race, gender, age, disability or any other protected characteristic. All workers involved in Brand Lab product are entitled to fair compensation, employment security, applicable state benefits, freedom of association and fair working hours in a safe environment. We will regularly inspect and audit all parts of the manufacturing supply chain to ensure our standards are met.

Social Compliance

All of our manufacturing partners will hold an internationally recognised certificate of accreditation from one of the following – Amfori BSCI, WRAP, or SEDEX (Smeta) in addition to the ISO 90001 Inspection that we carry out independently.

Environmental Responsibility

We are committed to the preservation of our planet and recognise that our actions can have an impact on the environment. So, wherever possible, Brand Lab will explore or use, recycled or organic fibres, minimise its use of plastics, and choose recycled plastics for packaging. All Brand Lab manufacturers are asked to ensure that hazardous chemicals are avoided during production wherever possible and that any chemicals used must be compliant with local environmental regulations. We request that all our partners must implement measures to reduce waste generation and prevent pollution. We actively encourage our partners to achieve specific,

recognised accreditations for their environmental fibre choices when manufacturing, such as OEKO-TEX, BCI, GOTS or GRS.

Quality Assurance

Brand Lab carries out thorough testing on all its products through SGS, a recognised testing house, to ensure our products are safe and compliant. We also carry out in-factory inspections of our goods before shipping, to ensure our high standards are met.

Supply Chain Transparency

Brand Lab carefully sources and vets its manufacturing partners and factories and does not allow sub-contracting of any kind through its supply chain.

Where any claim is made to the origin of a fabric or product (ie GOTS certified organic fabric, or YKK certified zips) Brand Lab will retain and verify transaction certificates directly from the source to prove a product's authenticity and traceability. All certificates are made available to our customers on demand at any time.

Training

All members of the Brand Lab team have been trained in how to identify instances of Modern Slavery.

Reporting & Whistleblowing

Brand Lab employees are encouraged to use the whistleblowing policy to report any concerns about unethical or unlawful practices, with the assurance that all reports will be treated confidentially and without fear of retaliation. All reports will be treated seriously, investigated promptly, and handled with strict confidentiality. We guarantee that individuals who raise concerns in good faith will be protected from retaliation or adverse consequences.

Continuous Improvement

Brand Lab is proud of the progress we've made so far, and we are continually looking for ways to improve.

Dated: October 2025

Brand Lab, 14-15, South View Estate, Willand, EX15 2QW