

# McArthurGlen Group – Slavery and Human Trafficking Statement for financial years 2022/2023

## Our Business

This statement is made on behalf of McArthurGlen UK Limited and its subsidiaries listed in the below table (together, the "McArthurGlen Group").

McArthurGlen Group is Europe's leading owner, developer and manager of Designer Outlets. Our centres are home to the most sought-after luxury, designer and high-street brands, internationally and nationally, offering the fashion-loving shopper year-round savings of 30 to 70% on the recommended retail price, all in an attractive and vibrant shopping environment close to major tourist hubs. The Group has over 850 employees worldwide and currently operates in 8 countries.

<b>Name of entity</b>	<b>Country</b>
Outlet Services Holdco Limited	Jersey
McArthurGlen Management Gesellschaft m.b.H.	Austria
McArthurGlen Management Vancouver Limited	Canada
MG-RB Europe SAS	France
McArthurGlen Service GmbH	Germany
MGR Management & Retail Srl	Italy
McArthurGlen Management Spain SLU	Spain
McArthurGlen UK Limited EP	Spain
MGE-RB (Roermond) Management Co B.V.	Netherlands
MGE-RB (Rosada) Management Co B.V.	Netherlands
McArthurGlen UK Ltd	United Kingdom

## Our Supply Chains

McArthurGlen Group supply chains include services related to the purchase, sale and development of real estate, construction and asset management services.

## **Our Policies on Slavery and Human Trafficking**

McArthurGlen Group does not tolerate slavery and human trafficking. Our [Anti-Slavery & Human Trafficking Policy](#) reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains or business. The Policy is published on our Corporate website and applies to anyone working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

## **Due Diligence Processes for Slavery and Human Trafficking**

McArthurGlen Group has systems in place to:

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains
- Protect whistle blowers

## **Supplier Adherence to Our Values**

McArthurGlen Group has a rigorous compliance programme which includes a system for identifying potential risk areas; a whistle blowing process; an in-depth screening process for third parties; continued reputational monitoring and due diligence; annual group wide training and reviews of our Policies and procedures. In addition, our leases and contract precedents contain specific wording to ensure compliance with all relevant legislation, including the Modern Slavery Act 2015.

As further evidence of McArthurGlen Group's commitment to guard against slavery and human trafficking, we have a dedicated compliance committee, consisting of:

1. Deputy Chairperson (Chair)
2. Chief Financial Officer
3. Chief Information Officer or IT representative
4. Chief People Officer or HR Representative
5. Managing Director
6. Regional Director
7. Head of Safety & Security
8. Corporate Legal Counsel/General Counsel
9. Compliance Manager
10. DevCo representative

## **Our Effectiveness in Combating Slavery and Human Trafficking**

We use the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Screening
- Training
- Whistleblowing
- Remedial action

## Training

All McArthurGlen employees are required to complete mandatory training during onboarding as well as on an annual basis. In 2023, McArthurGlen will launch a standalone e-learning module dedicated to identifying signs of modern slavery and human trafficking and how to ensure such activity is not taking place anywhere within our business or our supply chains. Local Human Resources teams will advise employees on the compulsory requirements around this training. Visibility of training completion will be supplied to senior management and failure to complete this training will be viewed seriously.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes McArthurGlen Group's slavery and human trafficking statement for the financial year ending 31 December 2023.

A handwritten signature in black ink, consisting of several fluid, connected strokes.

McArthurGlen Group

Date: 31 May 2023