



Modern Slavery Statement

1st Jan 2025

Introduction

This statement is made in compliance with global best practices on human rights and ethical labour standards, addressing modern slavery and human trafficking risks. It covers the financial year ending December 2023 and outlines the measures taken by Kohli Sports Private Limited, under the brand name Shrey, to ensure ethical practices across our operations and supply chains. We are committed to maintaining the highest standards of integrity and eradicating modern slavery in all its forms.

Our Business

Shrey, established in 2013, is a leading global sportswear brand specialising in cricket helmets, teamwear, activewear, and training apparel. With operations across Australia, India, the UK, and other international markets, we proudly serve over 300 international clubs, teams, and players. Our in-house manufacturing process, supported by over 200 skilled factory workers, ensures a strong focus on quality, innovation, and sustainability.

Our Supply Chain

Our supply chain includes trusted suppliers of raw materials such as fabrics, metals, trims, and components for our products. We are committed to ethical sourcing and fostering a supply chain that respects human rights and complies with international labour standards.

Policies to Address Modern Slavery

We actively implement policies to prevent modern slavery, including:

- **Supplier Code of Conduct:** Mandates compliance with labour laws, prohibits forced labour and human trafficking, and ensures fair wages and safe working conditions in line with International Labour Organisation (ILO) standards.
- **Ethical Trading Policy:** Promotes the rights, safety, and dignity of workers in all aspects of our supply chain.
- **Whistleblower Policy:** Provides a secure and confidential channel for employees, suppliers, and third parties to report unethical practices, including modern slavery, without fear of reprisal.

Risk Management & Due Diligence

We recognise potential risks of modern slavery in our supply chain, particularly in raw material sourcing and recruitment. Our approach includes:

- **Supplier Audits:** Regular evaluations of supplier compliance with ethical labour practices, using internal assessments and third-party audits such as Sedex certifications.
- **Traffic Light System:** Suppliers are graded (Green, Amber, Red) based on their audit results, with action plans developed for non-compliant suppliers.
- **Remediation:** Immediate measures, including termination of supplier relationships, are taken when critical violations are identified.

Training and Awareness

We aim to raise awareness and build capacity among our employees and partners through:

- **Employee Training:** Providing education on identifying and addressing modern slavery risks, with targeted programs for procurement teams.
- **Supplier Collaboration:** Engaging with suppliers to promote compliance with ethical sourcing standards.

Monitoring and Performance

We measure the success of our initiatives using Key Performance Indicators (KPIs):

- **Supplier Compliance Rates:** Tracking adherence to our ethical standards.
- **Resolution Timelines:** Monitoring the time taken to resolve non-compliance.
- **Training Completion Rates:** Ensuring employees undergo annual training on modern slavery.

Bribery and Corruption

We maintain a zero-tolerance policy on bribery and corruption. Any supplier found engaging in such practices will face immediate termination of their partnership with Shrey.

Continuous Improvement

We are committed to enhancing our processes to combat modern slavery by:

- Regularly updating our Supplier Code of Conduct and risk assessments.
- Refining training programs to reflect evolving legal and ethical standards.
- Strengthening collaborations with suppliers to ensure ethical practices throughout the supply chain.



This statement has been approved by the Board of Directors for the financial year ending December 2025 and will be reviewed annually to ensure its ongoing relevance and effectiveness.

A handwritten signature in purple ink, consisting of a large, stylized 'R' followed by a series of loops and a final flourish.

Raghav Kohli
Managing Director