

Modern Slavery Statement

30th Sep 2025

Introduction

This statement is made in compliance with Section 54 of the UK Modern Slavery Act 2015 and covers the financial year ending September 2025. It outlines the steps taken by Kohli Sports Private Limited, under the brand name Shrey, to combat modern slavery and human trafficking within our operations and global supply chains. We are committed to acting ethically and with integrity in all our business dealings, ensuring that modern slavery does not exist within any part of our supply chain.

Our Business

Shrey is a global sportswear brand founded in 2013, specialising in cricket helmets, teamwear, activewear, and training apparel. With operations spanning across India, the UK, Australia, and other international markets, we are a trusted partner for over 300+ international clubs, teams, and players. We design and manufacture all our products in-house with over 200 factory workers, with a strong commitment to quality, innovation, and sustainability. Our offices are based in India, the UK, and Australia, and we supply products through both direct and distributor channels worldwide.

Our Supply Chain

Our global supply chain includes long-standing relationships with raw material suppliers, such as fabric, metals, trims, and various components that go into the production of sports apparel and equipment. We are dedicated to upholding human rights throughout our supply chain and work closely with suppliers to ensure compliance with our ethical standards.

Policies to Combat Modern Slavery

Shrey is committed to eradicating modern slavery and human trafficking in all its forms. Our approach includes the following key policies and procedures:

- **Supplier Code of Conduct:** All suppliers must adhere to our Supplier Code of Conduct, which includes strict prohibitions against forced labour, bonded labour, and human trafficking. The Code ensures fair working conditions, wages, and compliance with

national and international labour laws, including the International Labour Organisation (ILO) standards.

- **Ethical Trading Policy:** This policy requires our suppliers to respect workers' rights, ensure safe working conditions, and treat all employees with dignity and respect.
- **Whistleblower Policy:** A confidential reporting mechanism is available to employees, suppliers, and third parties to report any concerns related to unethical practices, including modern slavery, without fear of retaliation.

Risk Management & Due Diligence

We recognise that modern slavery risks may arise in our supply chain, particularly in high-risk areas such as raw material sourcing and recruitment of foreign workers. Our risk management strategy includes:

- **Supplier Audits:** Regular audits of our suppliers are conducted to assess their compliance with labour standards and working conditions. We utilise both internal assessments and third-party audits, such as Sedex certifications, to verify adherence to ethical labour practices.
- **Traffic Light System:** We grade our suppliers using a traffic-light system (Green, Amber, Red) based on their audit results. Suppliers with non-compliances are required to implement corrective actions within a set timeframe, with re-audits conducted as needed.
- **Remediation:** In cases where critical violations of human rights or modern slavery indicators are identified, immediate remediation steps are taken, including the potential termination of supplier relationships.

Training and Awareness

We are committed to raising awareness of modern slavery risks among our employees and supply chain partners. Our training programs include:

- **General Awareness Training:** All employees receive basic training on the risks of modern slavery and human trafficking, with specific emphasis on recognising red flags in the supply chain.
- **Procurement Training:** Our procurement teams undergo specialised training to enhance their understanding of ethical sourcing and modern slavery risks, ensuring that these issues are considered when selecting suppliers.

Monitoring and Performance

To ensure the effectiveness of our efforts, we regularly monitor and evaluate the following Key Performance Indicators (KPIs):

- **Supplier Compliance Rates:** The percentage of suppliers meeting our ethical standards.
- **Incident Resolution Timelines:** The time taken to resolve non-compliances identified during audits.
- **Employee Training Completion:** The percentage of relevant staff completing modern slavery training annually.

Bribery and Corruption

We maintain a zero-tolerance policy towards bribery and corruption. Any supplier found engaging in bribery or corrupt practices, including offering kickbacks or facilitation payments, will be immediately removed from our supply chain.

Continuous Improvement

We are committed to continually improving our processes to combat modern slavery. This includes regularly reviewing our risk assessments, updating our Supplier Code of Conduct, and enhancing training and awareness programs to remain in line with evolving best practices and legal requirements.

This policy has been duly approved by the Board for the financial year ending September 2025 and shall be subject to annual review thereafter.

A handwritten signature in purple ink, appearing to read 'Raghav Kohli', with a large loop at the top and a stylized 'K'.

Raghav Kohli
Managing Director