

McArthurGlen Group – Slavery and Human Trafficking Statement for financial years 2020/2021

Our Business

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 ten countries.

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 team, consisting of:

- Simon Johnston (Deputy Chairman)
- Julia Calabrese (CEO)
- Mike Natas (MD - Development)
- Christophe Deshayes (MD - UK, France & Belgium)
- Pieter Van Voorst Vader (MD – The Netherlands)
- John Ralston (Regional Director - UK & Canada)
- Richard Jones (Finance Director - UK & Northern Europe)
- Richard Lee (Finance Director - Southern Europe)
- Liron Meister (Senior Corporate Counsel)
- Savannah Christensen (Compliance Officer)

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

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 31st March 2021.

[SIGNATURE DIRECTOR]

McArthurGlen Group



GARY BOND

Date:

11.1.21