



COVID-19 message from Andy Long, CEO, Pentland Brands

Throughout the ongoing COVID-19 pandemic, our number one priority continues to be the health and wellbeing of our employees, those working for our partners and within our supply chain, and the communities in which we operate, while also keeping our business running for our retail customers and our consumers.

The rapidly evolving COVID-19 crisis means the majority of our retail customers have closed their retail stores globally. This is naturally having a significant impact on product demand across our brand portfolio and our expectation is that the COVID-19 global pandemic will have a significant impact on our business for, at least, the next 12-18 months.

As a result, we have now placed a number of our UK employees into the UK Government's Coronavirus Job Retention Scheme (referred to as furlough). While these decisions are never easy, we hope it will allow our people more time to take care of their families as well as the opportunity to volunteer in their local communities, should they wish to do so.

Our Pentland Brands Executive team and leadership team have all agreed to take a 20% to 40% pay-cut and Pentland Brands will top up the UK Government employee payments to ensure all UK furloughed employees receive full pay until, at least, the end of May.

We endorse the call to action initiative convened by the International Labour Organisation (ILO) to address COVID-19 impact on the global garment sector and, as a founding member of ACT (Action, Transformation, Collaboration), we have committed to paying for goods produced for Pentland Brands, which we will continue to do during the COVID-19 pandemic.

While our distribution centres remain open, we've significantly reduced the number of people working in our warehouses and introduced changes in working practises to minimise the risks and to protect the wellbeing of our teams. This means the level of activity has been greatly reduced.

While these are going to be difficult times for all, by taking decisive action now we'll be in a stronger position to restart business operations as soon as our customer demand resumes.

As a business, we have made a number of product and financial donations to some of the UK and international charitable organisations doing incredible work in the fight against COVID-19 and helping those most in need during the pandemic. Our brands and suppliers are also supporting the global efforts by developing and distributing personal protective clothing and equipment for frontline workers. And our employees are also supporting through volunteering, fundraising or making PPE clothing and equipment.

The community spirit and dedication shown in recent weeks makes me proud to be part of the Pentland Brands family and I'd like to thank all our teams, partners and suppliers for their support and commitment during these uncertain times.



Andy Long, CEO, Pentland Brands

You can find a COVID-19 update outlining details of how we're supporting our suppliers, developing personal protective clothing and equipment and helping charities and our communities in the 'Our responsibility' section of our website.