

## 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 COVID-19 crisis continues to have a major impact on our global retail customers and, although we are starting to see some retail stores open around the world, the impact on product demand across our brand portfolio remains significant. Our expectation is that the COVID-19 global pandemic will have a major, ongoing impact on our business for, at least, the next 12-18 months.

As a result, in April we 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, it's allowing our people more time to take care of their families and many have taken opportunity to volunteer in their local communities. Our Pentland Brands Executive team and leadership team have taken 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 July.

With regards to our supply chain, we endorse the call to action initiative convened by the International Labour Organisation (ILO) to address the impact of COVID-19 on the global garment sector. 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 are open, we continue to have a reduced number of people working in our warehouses so our teams can work safely.

While these remain difficult times for all, the decisive action we've taken during this crisis will allow us to be in a stronger position to build-up business operations as our customer demand increases.

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 have also been supporting the global efforts by developing and distributing personal protective clothing and equipment for frontline workers. And our employees have been supporting through volunteering, fundraising, or making PPE clothing and equipment.

The community spirit and dedication shown throughout the COVID-19 crisis 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.