



## Harding Retail – Modern Slavery Statement

Financial Year 2025

This statement is published in compliance with the Modern Slavery Act 2015 and has been approved by the Board of Harding+.

Harding+ is a global onboard retailer operating across a fleet of over 80 luxury cruise ships and managing more than 250 shops in partnership with 12 cruise lines. We directly employ around 280 colleagues across offices in Bristol, Miami, and Sydney, and indirectly over 1,000 shipboard retail staff via our partner, Harding Brothers Guernsey Ltd.

We recognise that modern slavery is a risk within the sectors we operate, particularly in international recruitment and global supply chains. We are committed to a zero-tolerance approach to modern slavery and human trafficking.

Recruitment for shipboard colleagues complies with the Maritime Labour Convention (MLC) and International Labour Organisation (ILO) standards. No individual should be forced or financially burdened to secure employment. All colleagues are employed freely and treated fairly.

We are launching targeted training for key roles to raise awareness of modern slavery, how to identify risks, and how to respond appropriately. We continue to review supplier practices and strengthen our due diligence processes, including supplier codes of conduct and checks where needed.

Concerns can be raised through our Whistleblowing process. Suspected breaches will be investigated and may result in contract termination or referral to authorities.

We remain committed to improving our practices year-on-year to ensure our business remains fair, safe, and respectful for everyone.

Signed:

Name: Chris Matthews

Role: Chief Executive Officer

Date: 27th November 2025

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