QVC UK

Modern Slavery Statement 2025

For the financial year ended 31 December 2025

Introduction

This Statement is published by QVC UK in accordance with the Modern Slavery Act 2015 (the "Act"), in respect of the financial year ended 31 December 2025.

The UK Modern Slavery Act 2015 requires companies supplying goods or services in the UK, and which have a total turnover above a certain threshold, to disclose the efforts they take to address forced labour and human trafficking ("Modern Slavery"), and to publish a statement describing these efforts so that consumers can make informed choices about the products they buy and the businesses they choose to support.

This Statement sets out QVC UK's Modern Slavery reporting under the following six reporting areas referred to in section 54(5) of the Act:

1. Organisational structure, business and supply chains
2. Organisational policies
3. Assessing and managing risk
4. Due diligence
5. Monitoring and evaluation of effectiveness
6. Training

2025 AT A GLANCE

1,053
factories in **33 countries** covered by QVC Group's SSR programme

269
factories **(25.5%)** form part of QVC UK's own supply chain

262
audits completed in QVC UK's supply chain in 2025

92%
overall CAP completion rate for factories linked to QVC UK's supply chain

0
factories rated **High Risk** or classified as **Critical** in QVC UK's sourcing

1. Organisational Structure, Business and Supply Chains

Organisational Structure

QVC UK is a wholly owned subsidiary of QVC Group, Inc. which together with its other subsidiaries ("QVC") operates as a multi-channel retailer with operations in the USA, UK, Germany, Japan, Italy, Poland and China. QVC's supply chain encompasses products manufactured under QVC "proprietary brands" (owned by QVC) and products manufactured by QVC Business Partners under vendor brands, which are then sold by QVC.

In all markets, QVC operates within the laws and regulations of those markets, ensuring that all its employees are employed and treated fairly.

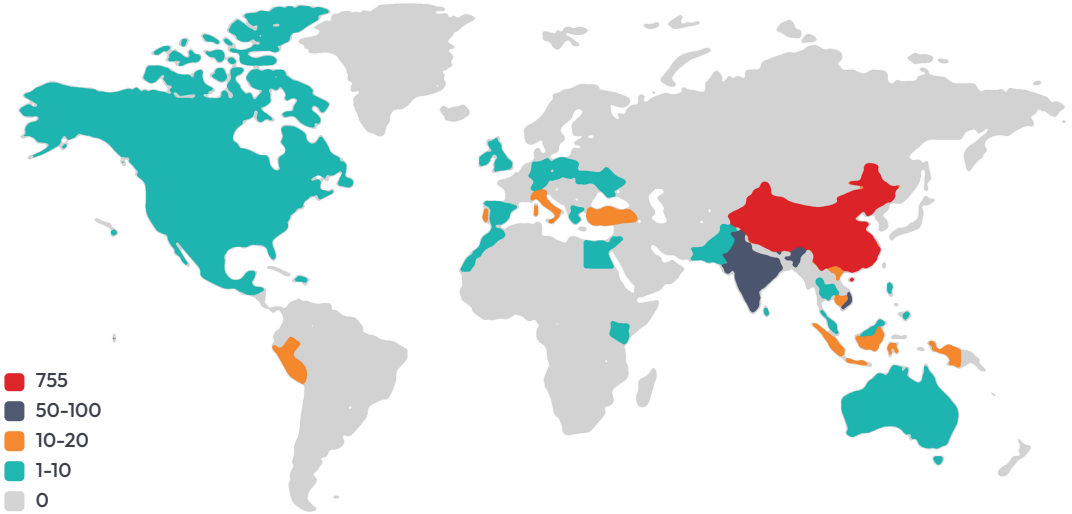
QVC Group's global supply chain

QVC UK recognises the importance of having in place measures designed to identify, report on, and ultimately prevent Modern Slavery. QVC UK is a member of QVC Group and participates in, and benefits from, QVC Group's corporate responsibility initiatives and commitments relating to responsible product sourcing.

As at 31 December 2025, QVC Group's Sourcing Social Responsibility ("SSR") programme covered 1,053 manufacturers (factories) in 33 countries. Under the SSR programme's risk-based approach, QVC Group targets all proprietary brands' factories, together with the top market-vendors, at QVC (US, Germany, UK, Italy), HSN and Garnet Hill. Since 2021, QVC Group has been expanding the scope of the programme beyond manufacturers of finished goods, to gain visibility of the wider manufacturing supply chain, including, in some cases, raw materials.

1,053 Manufacturers (Factories) in 33 Countries

as of December 31, 2025



Countries in QVC Group's wider manufacturing base (beyond the largest sourcing markets) include: Australia, Canada, Czech Republic, Dominican Republic, Egypt, Germany, Greece, Guatemala, Indonesia, Ireland, Italy, Jordan, Kenya, Malaysia, Mexico, Morocco, Pakistan, Peru, Philippines, Poland, Portugal, Spain, Sri Lanka, Thailand, Turkey, United Kingdom, Ukraine and the United States.

1. Organisational Structure, Business and Supply Chains

QVC UK's supply chain profile

Of the 1,053 factories covered by QVC Group's SSR programme, 269 (25.5%) form part of QVC UK's own supply chain.

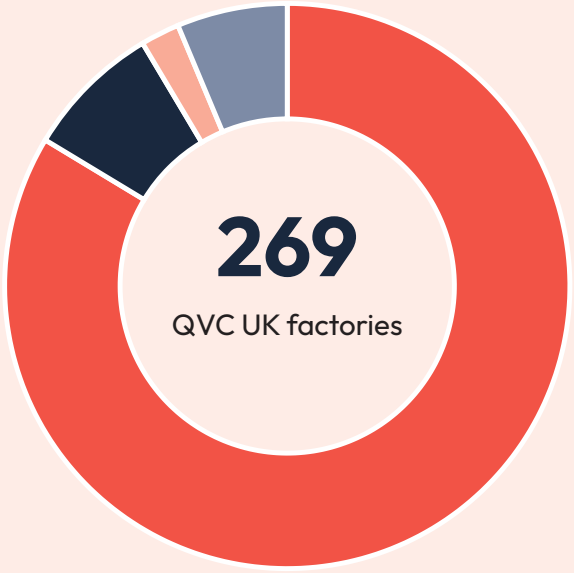
The chart below sets out the country of manufacture profile specific to QVC UK's supply chain.

QVC UK SHARE OF THE SSR PROGRAMME

25.5%

269 QVC UK factories | 1,053 total

Country of manufacture – QVC UK factories



COUNTRY (NUMBER OF FACTORIES)	PROPORTION
China (225)	84%
India (21)	8%
Vietnam (6)	2%
Others (mainly Bangladesh, Indonesia, Turkey) (17)	6%

2. Organisational Policies

QVC UK will only conduct business with vendors who comply with QVC Group's Global Business Partner Code of Conduct (the "Code"), which is incorporated by reference into each of our purchase orders or similar agreements.

These standards are mandatory for all suppliers. The Code requires that products be produced in conditions that support:



Human Rights



Fair Labour Standards



Employee Safety



Environmental Stewardship

Among other things, the Code prohibits slavery, forced, bonded, indentured or prison labour, or any other involuntary labour in any form. Business Partners must keep documentation demonstrating compliance with the Code for a minimum of three years, and this documentation may be audited by QVC Group to confirm compliance.

This commitment to global human and labour rights, and QVC Group's programme for verifying that products are made in safe and responsible facilities, aligns with United Nations Sustainable Development Goals 8 and 12.

A copy of the Code can be found here.

3. Assessing and Managing Risk

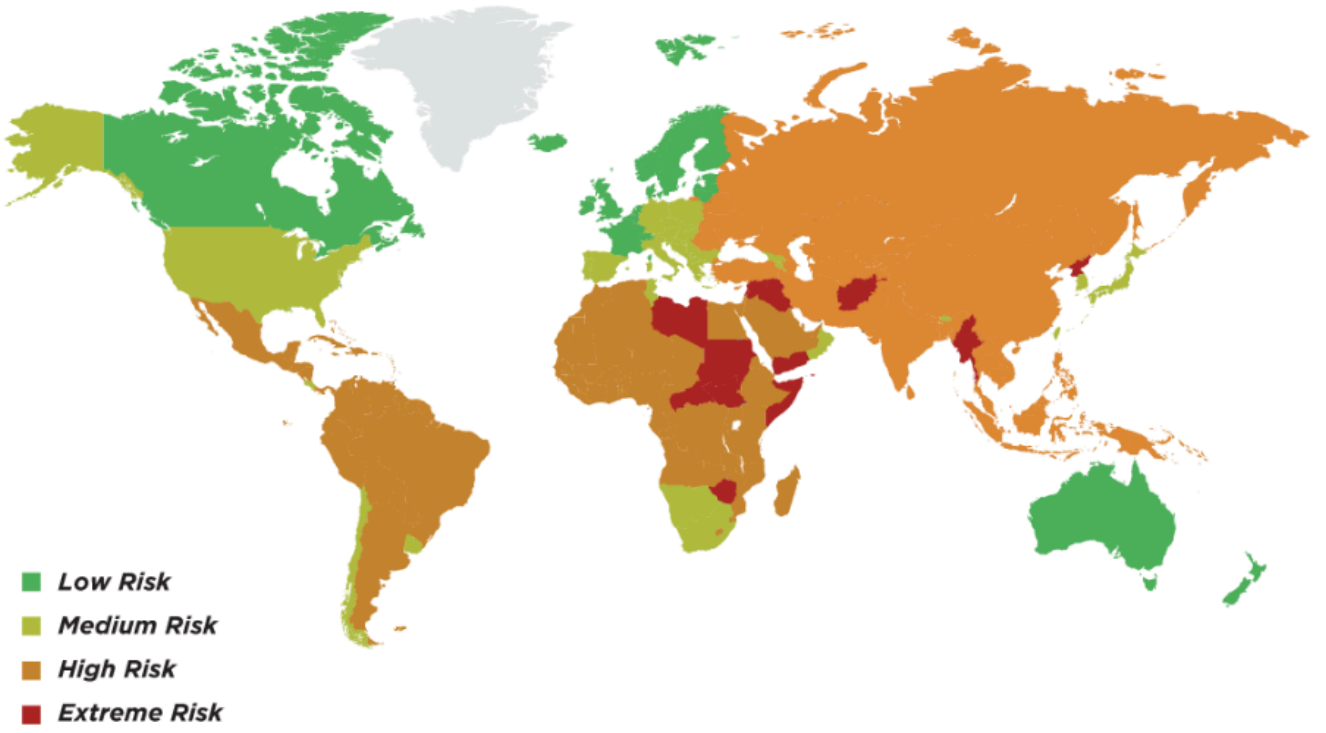
Country-level risk assessment

QVC Group uses a risk-based approach to determine the scope of the SSR programme.

A key element of this approach is a manufacturing country risk assessment (informed by the Corruption Perception Index), which focuses resources and efforts on sourcing regions with greater levels of concern.

QVC Group does not knowingly engage with factories in high-risk areas known for forced, undocumented, child or other illegal labour.

Country Risk Assessment



Source: Corruption Perception Index

3. Assessing and Managing Risk

Factory-level risk assessment

Risk is also assessed at the factory level. A number of factors are used to evaluate which suppliers are subject to a factory audit, including: geographic location, the volume of purchases from market-vendors (the top 70% value threshold for market-vendors at QVC US, Germany, UK and Italy, HSN and Garnet Hill), and whether the product is a proprietary or exclusive brand. Suppliers are grouped into categories to determine how QVC Group deploys its auditing capabilities and minimises the greatest risks in the supply chain:

Strategic Factories	manufacture QVC Group's Proprietary Brands (Private Label) and Exclusive products
High Risk Factories	score very low during a factory audit
Critical Factories	Strategic Factories that are also High Risk, as a result of scoring very low on the factory audit

2025 risk profile: Global and QVC UK

Across QVC Group globally, six factories were rated as High Risk in 2025, of which QVC Group stopped doing business with one; and one factory was classified as Critical (a transitory status applying to Strategic Factories that are subject to a Corrective Action Plan until it is executed and a subsequent audit is passed).

None of the six factories classified as High Risk, nor the one factory classified as Critical, related to QVC UK's sourcing in 2025.



4. Due Diligence in relation to Modern Slavery

Enforcement through factory audits

QVC Group's SSR programme verifies supplier compliance with the Code through periodic factory inspections carried out by a reputable third-party certification company/auditor. QVC Group's auditing partner, carries out Workplace Conditions Assessment ("WCA") audits for factories around the globe. QVC Group's SSR team audits the auditing partner on a regular basis to verify the quality and consistency of the WCA audit services provided.

WCA audits take place at periodic intervals (ranging from every one to two years) against five areas of risk:

Labour	Wages & Hours	Health & Safety	Management Systems	Environment
Child/Forced Labour	Wages	Occupational Injury	Documentation	Waste & Air Emissions
Discrimination	Benefits	Machine Safety	Records	Legal Compliance
Discipline	Working Hours	Fire Hazards	Worker Feedback	Environmental
Harassment/Abuse	Overtime	General Work Facility	Participation	Management Systems
Freedom of Association	Minimum Wages	Emergency Preparedness	Internal CAP Processes	Chemical Handling
Labour Contracts	Rest Days			

Each factory audit report includes a score for each of the five areas, benchmarked against global, country and industry scores. And for each country where one of our manufacturers is being audited, our auditing partner also prepares periodic country-level audit reports benchmarking that country in these same 5 areas of risk.

4. Due Diligence in relation to Modern Slavery

Corrective Action Plans (CAPs)

All factory audits identifying moderate, major or severe issues require a Corrective Action Plan ("CAP") to be implemented by the manufacturer, which is then validated by a follow-up audit conducted by QVC Group's SSR team.

- Major/Severe CAPs are developed to address major or severe audit findings; if a factory does not implement the CAP within the agreed timeline, QVC Group stops doing business with the factory.
- Continuous Improvement CAPs are issued to address moderate findings.

If a Strategic Factory scores very low during an audit, CAP implementation is coupled with a Business Continuity Plan and factory support and education events conducted by the SSR team, to help the factory develop long-term plans for sustained compliance.

QVC Group's SSR team also carries out announced, semi-announced and unannounced audits to ensure factories maintain a satisfactory level of compliance between full audits, and conducts monthly seminars to ensure manufacturers understand QVC Group's expectations and their obligations regarding remediation plans.

2025 due diligence data – Global and QVC UK

QVC UK's supply chain accounted for 262 of the 1,012 audits (c. 26%) completed across QVC Group in 2025, and 176 of the 667 CAPs implemented (c. 26%), broadly proportionate to QVC UK's 269-factory share of the Group's total supply base. The overall CAP completion rate for factories linked to QVC UK's supply chain was 92%.

2025 Metric	QVC Group (Global)	QVC UK
Factories subject to the SSR Programme	1,053	269
Audits completed in 2025	1,012	262
Strategic Factories in the SSR Programme	382	132
CAPs implemented in 2025	667	176
Severe/Major CAP completion rate	84% (38 factories)	100% (10 factories)
Continuous Improvement CAP completion rate	92% (629 factories)	92% (166 factories)
Factories rated High Risk	6	0
Factories classified as Critical	1	0

5. Monitoring and Evaluation

Each WCA audit report is assigned a rating, which informs the action needed and allows QVC Group's SSR team to focus attention on the factories that require the greatest attention to remediation.

WCA Audit Performance Scoring Scale

85–100%
High Performance
No CAP needed

71–84%
Medium Performance
Continuous improvement CAP, to address ***moderate*** issues

51–70%
Low Performance
Depending on the findings, Continuous Improvement CAP to remediate ***multiple moderate*** issues, or major issues CAP to remediate ***major*** findings

0–50%
Very Low Performance
Severe issues CAP

2025 Scoring Performance

(out of 1,012 audits completed)



High Performance	**31%**
Medium Performance	**68%**
Low Performance	**1%**

5. Monitoring and Evaluation

QVC Group tracks the following outcome-focused key performance indicators to measure and demonstrate the effectiveness of the SSR programme year-on-year:

1. The number and proportion of factories audited annually against the total SSR programme population.
2. The number of CAPs implemented, and completion rates, split between Severe/Major and Continuous Improvement categories.
3. The number of High-Risk and Critical factories identified, and the number of business relationships ended as a result.

As set out in the table at Section 4 above, in 2025 QVC Group completed 1,012 audits, implemented 667 CAPs (with an 84% completion rate for Severe/Major CAPs and a 92% completion rate for Continuous Improvement CAPs), and identified six High-Risk and one Critical factory globally. For QVC UK's supply chain specifically, 262 audits were completed, 176 CAPs were implemented with a 92% completion rate, and no factories were rated High Risk or Critical.

OUR FIGURES AT A GLANCE – 2025

QVC GROUP (GLOBAL)

1,012 audits completed

667 CAPs implemented

84% Severe/Major CAP completion

92% Continuous Improvement CAP completion

6 High-Risk factories

1 Critical factory

QVC UK

262 audits completed

176 CAPs implemented

92% CAP completion rate

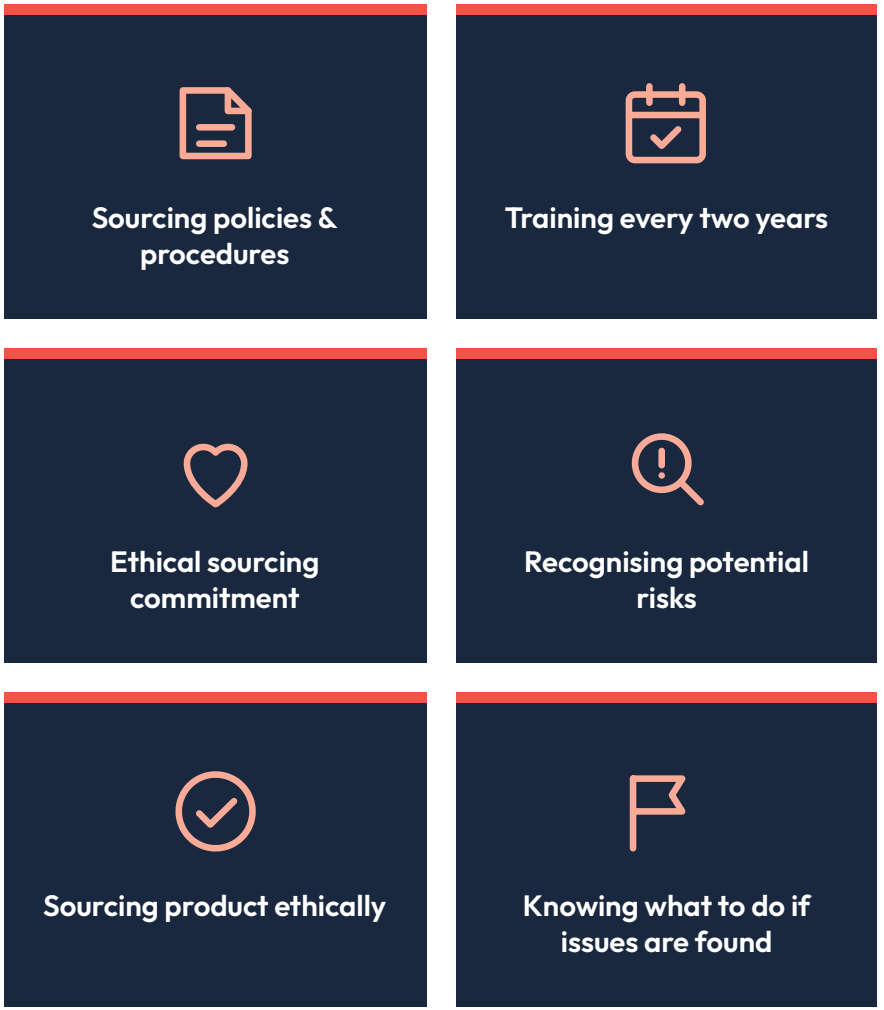
0 factories rated High Risk or Critical

6. Training

Global sourcing staff, and others involved in sourcing activities, are trained on QVC Group's sourcing policies and procedures and are held accountable for complying with them.

Training occurs every two years, and covers QVC Group's ethical sourcing commitment and why ethical sourcing matters.

At the end of the training, team members are better equipped to recognise potential risks and issues they may encounter in their roles, understand their part in helping QVC Group source product ethically, and know what to do if they find evidence of unethical practices in the supply chain.



Approval

This Modern Slavery Statement was approved by the board of directors of QVC UK and is signed by:



Koreen Fader
Chief Executive Officer