



MAYBORN
GROUP

Modern Slavery Statement

2020/2021

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It sets out the steps taken by Mayborn Group and its relevant subsidiaries/group companies during the financial year ending 31 December 2020 to ensure, as far as possible, that no modern slavery or human trafficking takes place in any part of our business or supply chain.

About us

The Mayborn Group is an international business and we design, manufacture and sell baby feeding, care, comfort and sleeping products worldwide. For over 50 years, the Tommee Tippee brand has been designing intuitive, innovative products to make raising a baby simpler. As the business of the Mayborn Group has grown into a truly international business we now sell around the world.

Our head office is in the North East of England and we have operating companies in the US, Europe, Australia, Morocco, Hong Kong and China. As a business with a diverse global presence we are committed to improving our working practices to combat slavery and human trafficking.

Developing new and differentiated products is a core part of the Mayborn Group's growth strategy. In doing so we are keenly focused on a set of principles that mean we do things properly. We are committed to ensuring that our organisation and all the businesses within our supply chain respect human rights and we have a zero tolerance approach to slavery and human trafficking (Modern Slavery). To ensure all those in our supply chain and contractors comply with our values we have in place supply chain quality assurance policies and procedures.

Our business

In June 2016 we became part of the Shanghai Jahwa (Group) Co., Ltd (Jahwa Group) and we continue to operate as a

distinct entity, with our own Board and Executive Committee, reporting to the Jahwa Group. As such, we acquired Gro Group International Limited in December 2017 and started trading in Italy as Mayborn Italy Srl in February 2018. In October 2019 we started trading in Germany as Mayborn Deutschland GmbH.

In 2019 we launched our e-commerce site in the UK, followed by the US and Australia in 2020.

The Mayborn Group has factories in Morocco, China and Mansfield, England and employs over 1100 people globally.

As a leading manufacturer, selling both in the UK and internationally our ethical sourcing policy reinforces everything we do, from sourcing responsibly to helping the communities in which we operate.

Our people

Our People are an integral part of our business and our Human Resources Team works hard to ensure that our employees commit to all company policies and take part in inductions and relevant training.

As an equal opportunity employer, we pride ourselves in encouraging our people to be alert to any risks we face in our business. In 2017 we launched our Whistleblowing Policy to allow our people anonymity to report anything that concerns them and this includes any disquiet about modern slavery, if they do not feel able to discuss it with line management. Matters are investigated independently. We have worked this year to ensure the policy is easily accessible to all employees and is available in workers' local languages to enable thorough understanding.

In 2019 all staff members involved in procuring goods and services completed a training course to ensure they are better

able to understand and work towards the maintenance of decent working conditions for all. All relevant new starters have received this training throughout 2020.

Our supply chain

We have mapped our supply chains to assess particular sector and geographical risks and as we understand that modern slavery is not static we will continue our proactive approach to mitigating this risk in the year ahead.

Our supply chain is divided into two areas, our direct channel where we source the manufacture of our Tommee Tippee (baby feeding and comfort), Sangeric (care) and Gro (sleeping) products and our indirect channel for sourcing goods and services required for the general operation of the business.

We are working hard to ensure that we only trade with approved 'ethical suppliers' and we recently developed a supplier code of conduct which is issued to our suppliers at the outset of our business relationships and all suppliers are required to declare they will comply with our required standards, even where they exceed local laws. Our contractual agreements include obligations on our suppliers to comply with the Modern Slavery Act. Any suppliers found to have breached these obligations could face sanctions, including termination of our contract with them.

In 2018 we became a member of the internationally credited SEDEX to seek to ensure that all our main suppliers join SEDEX's Ethical Audit Platform. We will be asking them to commission a SEDEX accredited ethical audit of their facilities. These audits include staff interviews, site inspections, discussions with management and reviews of company records to assess performance.

Based on this data, if necessary, the auditor can prepare a Corrective Action Plan with the supplier, outlining any actions needed to meet ETI labour standards.

We have been making improvements to this process to ensure all new suppliers are assessed and meet our required standards prior to working with them. We will also be implementing a process to review current suppliers and ensure ongoing compliance and monitoring of all suppliers.

We recognise that improving our procurement performance is an ongoing process and that our suppliers are important partners in our aim to mitigate the risk of slavery and human trafficking in our supply chains. We have released a procurement policy which endorses a positive duty for our staff and suppliers to report suspicions of illegal activity in line with our related policies, including our modern slavery statement. This policy reinforces our commitment to the fair and effective application of laws and regulations, including the Modern Slavery Act.

Assessment and review

We understand that the risks associated with modern slavery and human trafficking are ever changing so it is our intention to continue to monitor our supply chain to mitigate the risks year on year.

This statement was approved by the Board of Mayborn Group.



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Signed Steve Parkin CEO, Mayborn Group