



MAYBORN
GROUP

Modern Slavery Statement

2017/2018

Introduction

The Mayborn Group is an international business and we manufacture and sell baby feeding and hygiene 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, France, 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 Company'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 zero tolerance 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 a supply chain compliance programme.

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.

The Mayborn Group has factories in Morocco, China and Mansfield, England and employs over 1200 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 opportunities 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 in order 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.

In 2017/2018 it is our intention to roll out new training so that all staff members involved in procuring goods and services receive regular training so they are better able to understand and work towards the maintenance of decent working conditions for all. We have also worked with other organisations to develop information materials in workers' local languages about their employment rights.

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 Sanganic (hygiene) products and our indirect channel for sourcing goods and services required for the general operation of the business.

Our Procurement Team is working hard to ensure that we only trade with approved 'ethical suppliers' and that they have signed up to our Ethical Code of Conduct, which prohibits any forms of exploitation. This year we have amended our ethical sourcing policy to 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 2017/18 we will be working on a programme for training our commercial buyers on the ways to prevent Modern Slavery. In addition, this year we are working with the internationally credited SEDEX to seek to ensure that all of our main suppliers join SEDEX's Ethical Audit Platform and 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.

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 in the forthcoming year.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2017. This statement was approved by the Board of Mayborn Group.



Signed Steve Parkin CEO, Mayborn Group.