Modern Slavery Statement
2018/2019
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 2018 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 manufacture and sell baby feeding, hygiene 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, France, Italy, 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 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 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.

The Mayborn Group has factories in Morocco, China and Mansfield, England and employs over 1300 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.
In 2018 we rolled out regular training to all procurement staff members involved in procuring goods and services so they are better able to understand and work towards the maintenance of decent working conditions for all.

**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), Sangenic (hygiene) and Gro (sleeping) 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 we issue our Ethical Code of Conduct to suppliers. 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 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 in the forthcoming year.

This statement was approved by the Board of Mayborn Group.

Signed Steve Parkin CEO, Mayborn Group