



**MAYBORN**  
GROUP

# Modern Slavery Statement

## 2022/2023

## 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 2022 to ensure, as far as possible, that no modern slavery or human trafficking takes place in any part of our business or supply chain. The Mayborn Group is committed to preventing acts of modern slavery and human trafficking occurring within its business and its supply chain, and it imposes the same high standards on its suppliers.

## 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).

## 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. We launched our e-commerce site in the UK in 2019, Australia in 2020 and France in 2022.

The Mayborn Group has factories in Morocco, China and Mansfield, England and employs over 1000 people globally.

The Mayborn Group has a global annual turnover of £221 million. To find out more about the nature of our business, please visit our website [www.mayborngroup.com](http://www.mayborngroup.com)

## Policies and training

We take a zero-tolerance approach to human trafficking and modern slavery across all areas of our business and are committed to conducting all of our business in an honest and ethical manner. Our employees are an integral part of our business and we work hard to ensure that our employees commit to all company policies and take part in inductions and relevant training. 100% of our new starters go through our induction programme which includes all relevant training and declaring their understanding and commitment to all associated policies.

We have a number of policies in place which support our commitments in this area and in 2022 we reviewed all policies that form part of the framework supporting our code of ethics which is to be launched across the business in 2023.

We pride ourselves in encouraging our people to be alert to any risks we face in our business. In 2017 we first launched our whistleblowing policy to allow our employees anonymity to report anything concerns and this includes any disquiet about modern slavery, if they do not feel able to discuss it with line management. We ensure the policy is easily accessible to all employees and is available in workers' local languages to enable thorough understanding. Annual refresher training is rolled out to employees to ensure our people fully understand the importance of being vigilant in identifying any concerns as well as reporting them. 1,125 employees

received training on whistleblowing in 2022. We ensure we provide adequate protection for whistleblowers and ensure 100% of all whistleblowing concerns are fully investigated. We also plan to promote our speak up service across the business via internal communications and posters throughout the coming year.

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. In 2023 we plan to roll out training on ethical standards in our supply chain to specific groups in the business who source suppliers a part of their role

## **Due diligence in 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), Sangenic (care) and Gro (sleeping) products and our indirect channel for sourcing goods and services required for the general operation of the business.

We ensure that 100% of our Tier 1A, 1B and 2 direct suppliers go through our supplier validation process and become “ethically approved” before working with them. We also share our supplier code of conduct which is issued to our suppliers at the outset of our business relationships to ensure our suppliers meet our ethical standards. Within this, we also encourage suppliers to raise concerns via our whistleblowing hotline should they believe a conflict with our supplier code of conduct has occurred. 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 ask that suppliers complete the self assessment questionnaire and upload any ethical audits they have completed. These audits include staff interviews, site inspections, discussions with management and reviews of company records to assess performance. If necessary, the auditor can prepare a Corrective Action Plan with the supplier, outlining any actions needed to meet ETI labour standards.

Process improvements were made throughout 2021 to ensure we use this data to complete a risk assessment on new suppliers to ensure they meet our ethical standards prior to working with them, and in 2022 this process was fully implemented, and we completed a risk assessment on 100% of new suppliers.

We will also be implementing a process to review current suppliers and ensure ongoing compliance and monitoring of our 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. We also introduced a policy on ethical standards in our supply chain which will be distributed in 2023.

## **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