

# MAYBORN (UK) LIMITED - MODERN SLAVERY STATEMENT FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2023

## Introduction

*This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (“Act”). It sets out the steps taken by Mayborn (UK) Limited (“Mayborn”, “we”, “us” and “our”) - being the only body corporate within Mayborn Group required to publish an annual statement under the Act - during the financial year ending 31 December 2023 to ensure, as far as possible, that no modern slavery or human trafficking takes place in any part of our business or supply chain.*

*We are committed to preventing acts of modern slavery and human trafficking within our business and supply chain, and we impose the same high standards on our suppliers.*

## About us

*Mayborn is an international business, which designs, manufactures and sells baby products. For over 50 years, our Tommee Tippee brand has been designing intuitive and innovative products to make raising a baby simpler. We have grown into a truly international business, selling our products worldwide.*

*Mayborn Group has 949 employees (as at 31 December 2023), with operating companies in the USA, Europe, Australia, Morocco, Hong Kong and China, and factories in Mansfield (UK), Morocco and China. Our head office is in the North East of England.*

*As a business with a diverse global presence, we are committed to working practices which combat modern slavery and human trafficking. Developing new products is a core part of our growth strategy. In doing so, we are keenly focused on having a set of principles in place to ensure that we do things properly. We have a zero-tolerance approach to modern slavery and human*

*trafficking, and we are committed to ensuring that our organisation - and all businesses within our supply chain - respect human rights.*

### *Our business*

*In June 2016, Mayborn Group became part of the Shanghai Jahwa (Group) Co., Ltd (“Jahwa Group”). Whilst still operating as a distinct entity with its own Board and Executive Committee, Mayborn Group now reports to the Jahwa Group.*

*Mayborn Group acquired Gro Group International Limited in December 2017. Mayborn Italy Srl started trading in Italy in February 2018 and Mayborn Deutschland GmbH started trading in Germany in October 2018. In 2019, the UK e-commerce site was launched, with USA and Australia e-commerce sites following in 2020. A French e-commerce site was launched in 2022. In October 2023, Mayborn Group acquired Baby Buddha Products LLC, a US-based company selling breast-feeding products.*

*To find out more about our business, please visit our website [www.mayborngroup.com](http://www.mayborngroup.com).*

### *Policies and training in relation to modern slavery and human trafficking*

*Mayborn takes a zero-tolerance approach to modern slavery and human trafficking across all areas of our business. We 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 they understand and commit to all company policies (including during their induction with Mayborn and any training sessions delivered during their employment with us). We have a number of policies in place to support our commitments in this area.*

*We pride ourselves in encouraging our people to be alert to the risks we face in our business. In 2017, we first launched our Whistleblowing Policy to allow our employees to anonymously report concerns. This policy is easily accessible to all employees, and available in local languages to enable a clear and 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 the importance of reporting them. We ensure we provide adequate protection for whistleblowers and ensure 100% of all whistleblowing*

concerns are fully investigated. We promote our Speak Up Service across the business via internal communications and initiatives.

### Due diligence processes

We have mapped out our supply chains to assess particular sector and geographical risks. 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 products (divided into Feed, Comfort, Sleep, Care and Change product categories), and our indirect channel for sourcing goods and services required for the general operation of the business.

All our critical direct suppliers go through our supplier validation process to evaluate whether they meet our expectations on quality, safety, sustainability and ethical standards. This is continually monitored through performance reviews. We also share our Supplier Code of Conduct, which is issued to suppliers at the outset of our business relationship to ensure they meet our ethical standards. Within this, we 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 2015. Any suppliers found to have breached these obligations could face sanctions, including contract termination.

In 2018, we became a member of the internationally accredited SEDEX, from which we seek to ensure our main suppliers join SEDEX's Ethical Audit Platform. We ask such suppliers to complete a 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 suppliers, outlining any actions needed to meet any agreed standards. Process improvements are generally made to ensure that we use data to complete a risk assessment on new suppliers, so they meet our ethical standards prior to working with us. We continually review our due diligence processes to ensure ongoing compliance and monitoring of our supply chain.

*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 modern slavery and human trafficking in our supply chains.*

*Risk assessment and management*

*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 and manage the risks year on year, and measure the effectiveness of the steps being taken.*

*This statement was approved by the board of Mayborn (UK) Limited on 28 June 2024.*



*Steve Parkin, CEO*

*Mayborn (UK) Limited*