

Introduction

Our business is all about wanting better for families. It is a sad fact that slavery, servitude, compulsory / forced labour and human trafficking continues to exist in today's world. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This commitment forms part of our wider commitment to act ethically and with integrity in all our business dealings and relationships and we are striving to implement and enforce effective controls and procedures to ensure that such behaviours do not occur in our business or that of our supply chain.

Our structure

We are a global provider of high quality baby products in the baby products and nursery sector. Mamas & Papas (Holdings) Limited is the parent company of the following wholly owned subsidiaries; Mamas & Papas Limited, Mamas & Papas (Retail) Limited, Mamas & Papas (Franchise Stores) Limited, Mamas & Papas (Property) Limited and Mamas & Papas (Hong Kong) Limited.

Our business

Our business started in 1981 when Luisa and David Scacchetti, our founders, became new parents and struggled to find good quality products for their new family. They wanted the best for their family and so the business was formed. The business has grown substantially and now operates internationally. Whilst its head office remains in the UK, the business has stores across the UK and Ireland and also has retail and distribution partners in Europe, North and South America, Australasia, Africa and Asia. In 2014 the business attracted significant investment from BlueGem Capital Partners.

It is a key business objective that families across the globe benefit from good quality, stylish and innovative products. Our products are diverse and include furniture, travel systems, clothing, toys and nursery products.

Our supply chain

We have a global network of suppliers from whom we source our products; the majority are based in China, Vietnam and India. Mamas & Papas Limited oversees quality control on a global basis; however we also have a quality control office based in Hong Kong (Mamas & Papas (Hong Kong)

Limited), specifically for Asia procurement. Over the course of the coming year this locally based office will continue to work with our suppliers to enhance the current quality control measures in place to ensure a robust quality control programme.

Our approach

We recognise the responsibility that we have to work with all parties in our business and supply chain to ensure that those within it are treated fairly, humanely and with respect. We are committed to ensuring that workers are not exploited or subject to unsafe or inhumane working conditions, and that child labour is not used. We want to create an environment whereby our employees are free to raise any concerns or suspicions they have so that they can be investigated and acted upon. We have two Compliance Managers, one of which is on the executive board and, whose responsibility it is to ensure modern slavery plays no part in our wider business. Employees can raise any concerns with the Compliance Managers and such concerns are dealt with under our Whistleblowing Policy. We have also rolled out a Whistleblowing hotline which is administered by an external third party on an anonymous basis which colleagues and suppliers can utilise.

This year we have introduced a new role of Head of Compliance and Engineering who, as part of their responsibilities, will manage our ethical auditing process to SMETA 4 Pillar principles. This process is already started with the engagement of Bureau Veritas to conduct these audits.

We continue to monitor existing areas of risk and strive to identify new areas. Our aim this year is to implement an automated on-boarding system which will audit our due diligence process and manage controls to ensure slavery and human trafficking is not present anywhere in our business or within our supply chain.

As part of our drive for compliance within our business and supply chain, we have implemented a programme to deliver education, guidance and training to all employees across the group companies. We will also recommend our supply chain provide training within their organisations.

In accordance with our Anti-Slavery and Human Trafficking Policy we will review our contracts with business partners and suppliers as part of our wider commitment to ensure that we trade ethically.

Our Anti-Slavery and Human Trafficking Policy reflects our commitment to act transparently and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

Supplier adherence to our values and ethics

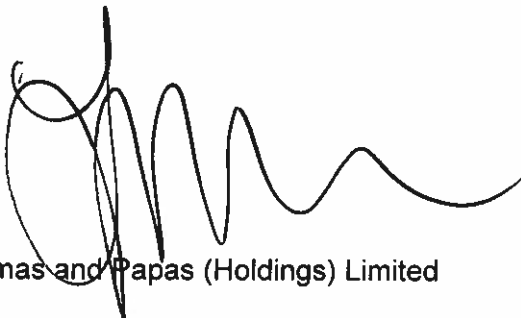
We will work with our supply chain to provide guidance and support where needed to ensure members of the chain understand the standards expected and ensure our business and theirs remains free from slavery and servitude. We are committed to providing continual encouragement to improve standards wherever possible. We aim to be fair but firm, to ensure our standards, values and expectations are met. If any member of our supply chain is unable or unwilling to address issues we believe to be critical within our required timescales we reserve the right to terminate the arrangement in accordance with our contractual rights to do so.

Our commitment to combating slavery and human trafficking

In financial year 18/19 our commitment is to continue to ensure our supply chain is free from slavery and human trafficking. We will focus on:

- Implementing an automated on-boarding system to audit our due diligence process
- An on-going auditing process with corrective action plans in place with all of our key suppliers
- Continuing our training with employees and encouraging our suppliers to conduct training within their organisations
- Monitoring and providing guidance to suppliers who fall foul of our auditing criteria and assisting them to improve compliance

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending March 31st, 2019.



Mamas and Papas (Holdings) Limited

