

Joseph Joseph Modern Slavery Statement 2021 - 2022

Introduction and Company Information

Joseph Joseph Group and its subsidiaries which includes Joseph Joseph Ltd (“the Company”) is committed to ensuring that there is no modern slavery or human trafficking in our business or supply chains; and to preventing modern slavery and human trafficking in our corporate activities. This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It sets out the potential risks related to our business, the steps that we have taken and continue to take, during the **financial year ending 31 May 2022**. We accept there is a modern Slavery and human trafficking risk, and commit to investigate this within any part of our business. We will ensure we have effective policies in place and provide training internally and externally as required.

Our Business and our Supply Chain

Joseph Joseph is a global brand, providing homeware products to customers and consumers worldwide. Business activities include the design, development, sourcing, manufacture, transport and sale of products. Our headquarters are in London, UK. We also have international showrooms in The United States, Australia, China, Japan, France and Germany where we directly employ staff. Our Warehousing and distribution are carried out by third party organisations who have their own responsibilities under the Modern Slavery Act and publish statements of which we hold copies. In countries where there is no similar legislation we will include their representatives in Modern Slavery Act awareness training. We source finished goods from factories in China, with whom we have established long- term relationships and have built these relationships over many years. This enables us to gain a deeper understanding of the issues faced by our suppliers.

Supply Chain Mapping progress

Our Ethical Sourcing Manager is now an established part of our Procurement and Supply Planning team. Mapping our supply-chain has enabled us to check conditions for workers directly making our products. We have this year completed mapping of both the first and second tiers of our supply chain. Definitions of these two tiers are shown in the table below.

Tier	Name	Definition	Progress
1	Main Production Factory	Manufactures, packs and ships final consumer product to Joseph Joseph	Fully Mapped
2	Primary Process Subcontractor	Manufactures key product components and supplies them to first tier Factories	Fully Mapped

Relevant Policies

Whistleblowing Policy

The Company encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation.

Code of Conduct

We work with suppliers to ensure that they meet the standards of the Code and improve their workers' working conditions. We require all key supply chain suppliers to sign our agreements which include committing to no forced labour or child labour.

Ethical Sourcing Policy Commitment

This document is agreed by the board and shared internally to underpin the application of the Code of Conduct.

Child Labour Remediation Policy

This year we have drawn up a Child Labour Policy which outlines the steps to be taken in the event that an underage worker is found in our supply chain.

Supplier Reviews

We work closely with our suppliers and hold quarterly, structured, two way performance reviews. Feeding in to these meetings are our Head of Procurement; Head of Quality; Ethical Sourcing Manager; Supply Planning Manager, and Senior Buyers to understand pressures on production processes and highlight risk areas. Attending from the Supplier side are key production personnel and Senior Management. Mutual service level agreements are signed which includes a requirement that we can carry out Ethical Audits at our suppliers factories. We share results of audits with our suppliers then have face to face to discuss root causes and necessary remediation of issues. Indicators of Modern Slavery such as excessive overtime, are addressed and corrective action plans implemented and monitored over time.

It has again this year been challenging for us to visit our key suppliers, due to the continued restriction of movement since the Covid-19 Pandemic. Our China based staff continue to regularly visit key suppliers and are helping to verify areas of risk and improvement actions. Our new supplier on-boarding process is now established and we validate that new suppliers and their factories agree to our Code of Conduct and give their workers awareness training before placing orders. We have, this year, introduced a Factory Move Process ensuring enough notice is given and risks mitigated.

Human Rights Due Diligence

We have adopted the [Ethical Trading Initiatives HRDD Framework](#) which is reviewed annually. The primary risk for our business is in association with our supply chain suppliers and their factories. As part of our initiative to identify and mitigate risk in our supply chains, we undertake due diligence on suppliers. The most serious risks have been identified and we have made commitments to each to ensure we start to manage them effectively, in partnership with our suppliers.

Employee/Worker Due Diligence

In each country where we employ staff, we ensure our compliance with the relevant employment legislation. We recruit and select our own workers, with the help of reputable recruitment agents, and determine the terms and conditions of their employment. Employees/ workers are free to accept or reject any employment offers made. As part of our recruitment process Joseph Joseph or the agency we work with undertake checks on all workers to verify their identity, age and eligibility to work in that country.

We always aim to pay our workers a reasonable and fair wage for the job they are doing, this will meet or be above the legal minimum wage in the country they are employed.

Risk Assessment, Prevention and Mitigation

This table lists the most severe modern slavery risks in our supply chain, in **bold type** are the improvements we have made this year.

Modern Slavery Risk	Definition of the Issue	Joseph Joseph Commitment
Migrant Labour	Migrant workers could be paying recruitment fees might be trapped in bonded labour and be subjected to substandard employment terms. Migrant workers may not fully understand their rights.	-Through effective audits and direct supplier discussions ensure HR practices are in place to ensure, where migrant labour is used, there is transparency in the recruitment process. -Develop a Migrant Worker Policy.
Child Labour	Children and Young Workers are more vulnerable to exploitation.	-Through effective audits and direct supplier discussions ensure HR practices are in place to validate young workers age. No young workers work overtime; night work, or in hazardous environments. - Child Labour Remediation Policy is now in place.
Contract/Agency Workers	Recruitment agencies can be in between the employer and the worker, leaving the worker at risk of deceptive or coercive recruitment practices.	- Self-assessment questionnaires give us some visibility of recruitment processes.
Female Workers	Women are particularly vulnerable to exploitation, human trafficking and bonded labour.	- Female worker ratio is identified at 60% of the workforce in the first tier of our supply-chain - We will work with Suppliers to ensure appropriate protections are in place.
Excessive Hours	If employees have to work more overtime than is allowed under national law, under some form of threat (e.g. of dismissal) or in order to earn at least the minimum wage, this amounts to forced labour.	-Through effective audits identify excessive hours, through worker interview explore the extent of the issue. -Always ensure overtime is voluntary and at least one day in seven is a paid, day-off for every worker.
Workers' Rights Awareness	Millions of people work in global supply chains and endure abuses such as poor working conditions. Workers facing these abuses often lack awareness of their human and labour rights and access to complaints mechanisms and whistle-blower protections.	-Every supplier we work with has adopted our Code of Conduct, posted the local language version on notice boards around the factory. -Every supplier has given workers awareness training which will happen at least every year and when they take on new workers.
Forced Labour	Mounting evidence has indicated that Uyghurs and other ethnic minorities are being employed under conditions of forced labour in factories supplying international apparel brands and retailers. We acknowledge this could also be happening in our supply-chain.	-Re-enforce our Code of Conduct. Awareness training for our own staff in Country. - Verify the source of Cotton in our products. -Open discussion with suppliers as to what we can do to mitigate this risk.

Effectiveness measured against appropriate KPI's

Mapping the supply-chain and auditing and assessing audits of our first tier suppliers has allowed us to start measuring our effectiveness.

- Our Procurement team and Supplier Compliance Manager contacted 32 Direct Suppliers by email and video call to specifically discuss Human Rights Risks. This year we have also validated adoption of our code of conduct by 58 first tier factories and awareness training given to workers.
- 56 factories identified in our first tier supply-chain 52 SMETA and 86 BSCI Audits reviewed and graded into traffic light risk assessment.
- 225 corrective actions have been implemented with suppliers.
- Increased the number of factories over the year by 50 percentage points to 75% of factories in lower risk grade.
- 70 second tier sub-contractor factories mapped.
- Awareness training given to Senior Management, Procurement and Supply Planning teams.

This Statement has been endorsed by our Board of Directors.

Approval for This Statement:



For and on behalf of Joseph Joseph
Richard Joseph
CEO