

Joseph Joseph Modern Slavery Statement

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 2021. 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

This year we have expanded our Procurement Team and recruited an Ethical Sourcing Specialist to focus on due diligence and human rights (HRDD). Part of the responsibility of this role is to map our supply-chain and check conditions for workers. This table below shows our progress:

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 Tier 1 Factories	Started Mapping

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.

Human Rights Due Diligence

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. We have adopted the Ethical Trading Initiatives HRDD tool which we will review annually. 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.

Supplier Reviews

We work closely with our suppliers to understand their production processes and we make it a contractual requirement that all suppliers, retailers and distributors we do business with to sign our Service level agreements. This includes a requirement that we can carry out Ethical Audits at our suppliers factories. We have chosen a third party partner in China who independently audit, we assess the reports and categorise the factories into a traffic light grading based on risk. We share this information 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.

Employees from our London head office would usually visit our key suppliers, due to the Covid-19 Pandemic this has not happened this year, however our China based staff have regularly visited all our key suppliers. This gives us invaluable insight into working practices, processes and conditions across our supply base. We analyse the outcome of supplier visits and decide what action, if any, needs to be taken, including providing advice to suppliers, requiring, where necessary, the factory to implement corrective action plans. We have a new supplier on-boarding process during which new suppliers and their factories agree to our Code of Conduct and give their workers awareness training.

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 be 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 initially identified:

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. -Develop a Child Labour Remediation Policy.
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.	-Through self-assessment questionnaires ask our suppliers to be transparent about their recruitment processes, ensuring this is updated annually.
Female workers	Women are particularly vulnerable to exploitation, human trafficking and bonded labour.	-Through audit identify female workers ratios and 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.	-Ensure every supplier we work with adopts our Code of Conduct and posts the local language version on notice boards around the factory. -Obtain evidence that workers had awareness training and that these training sessions 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. -Open discussion with suppliers as to what we can do to mitigate this risk.

Effectiveness measured against appropriate KPIs

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.
- 49 factories identified in our first-tier supply-chain 52 SMETA and BSCI Audits reviewed and graded into traffic light risk assessment.
- Through validated corrective actions that our Suppliers put in place we were able to upgrade

- twelve factories to lower risk categories in our grading assessment.
- 28 Direct Suppliers responded with sub-contracting transparency declarations which enabled us to identify 53 sub-contractor factories.

Training

We have provided awareness training to our Procurement team and our Supply Planning team who are in regular communication with our suppliers. We will, over the next year, provide training to our Designers, Product Technologists and in-country teams. As well as awareness training to our Suppliers and representatives of third party organisations who provide our warehousing and distribution where there is no Modern Slavery legislation in the country in which they work.

Approval for this statement:



For and on behalf of Joseph Joseph
Richard Joseph
CEO