

ETHICAL TRADING POLICY

Head Office

Mamas & Papas Limited
Colne Bridge Road
Huddersfield, HD5 0RH, UK

OUR COMMITMENT

At Mamas & Papas, we're a business for the future. Every day, we help to welcome a new generation of children into the world, and we want them to grow up in a world that's sustainable. We are committed to being a socially and environmentally responsible business. We want to promote, fair and sustainable business practices, embracing diversity and equal opportunities in the workplace and throughout our supply chain.

This Ethical Trading Policy outlines the key areas of our responsible sourcing strategy. We are committed to working in accordance with the International Labour Organisation (ILO), United Nations Guiding Principles on Business and Human Rights and the Ethical Trading Initiative (ETI) Base Code.

SUPPLY CHAIN

Mamas & Papas does not own or directly operate factories, however, we have developed strong working relationships with our network of international suppliers, distributors and franchise operators. Mamas & Papas goods are manufactured by 40 Tier 1 suppliers and are supplied by 54 factories, many of which are long standing suppliers. Key territories include China, Sri Lanka and India. We also source from UK and European manufacturers.

We endeavour to choose all our suppliers based on quality, competitiveness, and their desire to fulfil agreements with us. We seek to develop long-term relationships with our suppliers who share our ethical standards.

We expect all suppliers to respect the human rights of all workers in our supply chain and we encourage suppliers to continuously improve their operations, including their ethical trading performance. We will support our suppliers to monitor and improve their policies and processes and drive positive change throughout the supply chain.

CODE OF CONDUCT

All suppliers should adhere to our Sourcing Principles below which have been developed in accordance with the ETI Base Code, as detailed within our Code of Conduct.

1. Employment is freely chosen,
2. Freedom of association and the right to collective bargaining are respected,
3. Working conditions are safe and hygienic,

Head Office

Mamas & Papas Limited
Colne Bridge Road
Huddersfield, HD5 0RH, UK

4. Child labour shall not be used,
5. Young workers are respected,
6. Fair wages and benefits,
7. Lawful working hours,
8. No discrimination,
9. Fair employment practices,
10. No harsh or inhumane treatment,
11. Protect the environment.

AUDIT AND COMPLIANCE

Mamas & Papas requires all its Tier 1 (sites manufacturing and supplying final Mamas & Papas branded goods) supply chain partners, to be members of Sedex and provide visibility to all in-scope sites on the Sedex platform. We expect all sites to undertake a 4 pillar SMETA audit every two years, as a minimum. For any new suppliers, we require visibility of a SMETA audit and any required corrective action plans, prior to orders being placed. We will not onboard any new supplier who has open business critical non compliances or does not consent to our Sourcing Principles.

We expect non-compliances found within an audit to be closed out within the timeframe specified by the auditor. If this is not possible, we expect the supplier to inform us with the reason as to why it cannot be closed, and we will work with the supplier to agree and effectively implement appropriate corrective action plans.

We require all agents and suppliers to be open and honest about their performance and raise any issues directly to us, so we can help make tangible improvements. This includes any issues that have been found outside the regular SMETA audit programme.

We only consider terminating business relations with an agent or supplier to be a last resort, however, in our commitment to ensure good ethical practice in all aspects of our supply chain, we may terminate business relations with those who demonstrate:

- Persistent and serious issues of non-compliance,
- Persistent disregard for our Code of Conduct and/ or our Ethical Trading Policy,
- No motivation or dedication to comply with our Code of Conduct and/ or our Ethical Trading Policy,

Head Office

Mamas & Papas Limited
Colne Bridge Road
Huddersfield, HD5 0RH, UK

- Any deliberate attempt to misinform Mamas & Papas or Mamas & Papas representatives (e.g. auditors) of ethical performance,
- Knowingly withholding information regarding any sub-contracting taking place along their supply chain.

In addition to our audit programme, from March 2024 we will require all Tier 1 sites to complete the Sedex Self-Assessment Questionnaire (SAQ) to 100%. We will require the SAQ to be updated on an annual basis.

To further enhance our human rights due diligence, where we deem appropriate, sites beyond Tier 1 may be incorporated into our mandatory ethical auditing and reporting programme. Additionally, Tier 1 sites and beyond may be required to complete additional due diligence steps. We recognise this process will take time and therefore we will endeavour to give suppliers reasonable notice and work with them to support compliance of any requests.

HIGH RISK COUNTRIES AND REGIONS

We expect suppliers to ensure that products supplied to Mamas and Papas do not originate in, or incorporate inputs from high risk countries and regions. We recognise the following as high risk: Afghanistan; Belarus; Burma/ Myanmar; Cuba; Democratic People's Republic of Korea; Iran; Libya; Russia including Crimea and Sevastopol; South Sudan; Sudan; Syria; Venezuela; Xinjiang Uyghur Autonomous Region (XUAR) and Zimbabwe. Please note, this list is subject to change and this policy will be updated accordingly.

GRIEVANCES AND REMEDY

We expect all suppliers to have an effective grievance mechanism in place for their workers and wider rights-holders. Workers should have the ability to raise grievances without fear of retaliation and should be able to raise grievances anonymously if they would like to do so. Suppliers should be transparent and ensure rights-holders are kept updated on the grievance process in a timely manner.

At Mamas & Papas we acknowledge our responsibility to address any adverse human rights impacts we may have caused, contributed to, or be linked to. Each scenario will be reviewed on a case-by-case basis and appropriate remedy will be determined. Appropriate remedy may take the form of an apology, compensation or the ending of a particular activity or relationship. We will endeavour to review both worker focussed remediation and preventative or systematic remediation actions.

Head Office

Mamas & Papas Limited
Colne Bridge Road
Huddersfield, HD5 0RH, UK

BRIBERY AND CORRUPTION

We believe in conducting business fairly and have stringent rules and processes to prevent conflicts of interest, inappropriate offers of inducements, gifts and hospitality and fraudulent or dishonest behaviour. We will work only with suppliers who share these values.

Suppliers shall not, directly or indirectly be involved in any act of corruption, extortion or embezzlement, nor any form of bribery, including but not limited to, the promising, offering, giving or accepting of any improper monetary or other incentive. Suppliers shall not violate any applicable anti-bribery laws and regulations. Suppliers are obliged to maintain accurate information regarding their activities, structure, performance and to disclose these in accordance with applicable regulations and industry benchmark practices.

PRIVACY

Suppliers shall respect the privacy of workers. The collection, use and other processing of personal information shall comply with privacy and information security laws and regulatory requirements.

GOVERNANCE

Day to day operations of our supply chain are managed by colleagues within our product team. These colleagues are responsible for buying, merchandising, design and technical and are regularly liaising with suppliers. We also have a quality control office based in Asia, Mamas & Papas (Hong Kong) Limited, specifically for responsible procurement in the region.

Mamas & Papas Environment, Social & Governance (ESG) committee has responsibility for Ethical Trading and monitors the business' compliance with this policy.

Mamas and Papas Ethical Trading Policy is an evolving process and as such we will be reviewing the policy on an annual basis, we will communicate to our suppliers whenever the requirements have been updated.

This policy has been approved by M&P Product Director and is reviewed annually.

Head Office

Mamas & Papas Limited
Colne Bridge Road
Huddersfield, HD5 0RH, UK