Modern Slavery Statement

Updated: September 2022

Introduction
At Mamas and Papas we are committed to playing our part to ensure 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 promise to act ethically and with integrity in all our business dealings and relationships and we continue 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 Business
Mamas and Papas was created in 1981 when Luisa and David Scacchetti, our founders, became new parents and struggled to find good quality products for their new family. Since then we have grown substantially. Along with our head office in Huddersfield, Mamas and Papas has multiple stores across the UK and Ireland as well as retail and distribution partners globally in Europe, South America, Australia and Asia. Our main goal is to ensure that all families benefit from safe, beautiful, quality and innovative products. Our product range covers all key nursery categories; travel systems, furniture, equipment, clothing, toys, interiors and gifts.

Our Structure
Since 2014 the business has attracted significant investment from BlueGem Capital Partners. Mamas & Papas (Holdings) Limited is the parent company of the following wholly owned subsidiaries; Mamas & Papas Limited, Mamas & Papas (Stores) Limited, Mamas & Papas (Digital) Limited, Mamas & Papas (Concessions) Limited, and Mamas & Papas (Hong Kong) Limited.

Mamas and Papas is committed to finding and preventing modern slavery throughout our business and supply chain as well as understanding any modern slavery risks that may be present. This strategy is driven in the first instance by the board of directors and is a key area of focus for all wider teams.

Supply Chain
We have a global network of suppliers from whom we source our products; key territories include China, Sri Lanka and India. We also source from UK and European manufacturers. We enjoy long standing relationships with the majority of our tier 1 supply base. Mamas and Papas currently has over forty (40) tier one (1) suppliers. Day to day operations with our supply chain is managed by our various product teams with personnel responsible for buying, merchandising, design and technical functions liaising with suppliers on a daily basis. We also have a quality control office based in Hong Kong (Mamas & Papas (Hong Kong) Limited), specifically for procurement in the Asia region. This locally based office continues to work with our suppliers to enhance quality control measures and ethical compliance and enables a close oversight in
the region.

Our Approach
As a business our actions are driven by the ETI Base Code and international labour standards. Mamas and Papas use risk assessment and due diligence practices to identify salient human rights risks within our supply chain. Our ethical auditing programme, managed by the Head of Compliance, Integrity and Quality, dictates that all tier 1 suppliers are required to undertake a third party SMETA audit on a biannual basis. As a business we utilise the Sedex platform to monitor non compliances and work with suppliers on corrective action plans to drive improvements. Sedex tools also allow us to risk assess and map specific country level risks of modern slavery prevalence. Due diligence activities include factory visits to our supplier base and positive engagement of our employees and their awareness of the many forms and means of detecting modern slavery.

Mamas and Papas employees are able to raise any concerns with the HR Director or a whistleblowing line and such concerns are dealt with under our Whistleblowing Policy. Our whistleblowing hotline is administered by an external third party on an anonymous basis which both colleagues and suppliers can utilise at any time. Our policy on this was revised this year.

Training, Awareness and Collaboration
Our newly formed partnership with the Ethical Trading Initiative (ETI) allows us access to wider industry best practices so that we can work collaboratively with other companies and trade unions on difficult human rights issues, including modern slavery. Throughout our foundation year with the ETI we are increasing awareness of the ETI Base Code principles both within our own business and throughout our supply chain.

Over the next twelve months we will be looking to introduce specific training modules focusing on responsible sourcing and modern slavery to all staff members, and work closely with suppliers to build their understanding of ethical trade related issues.

We continue to play our part in eradicating unacceptable practices. We strive for excellence in identifying new areas of improvement.

OUR COMMITMENT TO COMBATING SLAVERY AND HUMAN TRAFFICKING

In accordance with our Anti-Slavery and Human Trafficking Policy we will continue to 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 continuous 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 any where in our supply chain.

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 2022.
Signed

MARK SAUNDERS CEO

Mamas and Papas (Holdings) Limited
Mamas & Papas Limited
Mamas & Papas (Stores) Limited
Mamas & Papas (Digital) Limited
Mamas & Papas (Concessions) Limited