



Modern Slavery Statement 2023

Introduction

At Mamas and Papas we have made a commitment to play our part in ensuring that we have no modern slavery or human trafficking in any part of our business or supply chain. This commitment forms part of our wider promise to act ethically and with integrity in all our business dealings. This year we shall continue to implement and enforce effective controls and procedures with this objective.

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 continued to grow, by helping our customers, parents to be the best parents they can be. Our business has thrived and is keen to do that in a future conscious way. In addition to a head office in Huddersfield, Mamas and Papas has multiple stores across the UK and Ireland, and supplies retail and distribution partners globally. Our main goal is to ensure that all families benefit from beautiful, quality and innovative products; a passion for parenting. Our product range covers all key nursery categories; travel systems, furniture, equipment, clothing, toys, interiors and gifts.

Our Structure

For almost a decade, the business has attracted significant investment from BlueGem Capital Partners. Mamas & Papas (Holdings) Limited is the parent company of wholly owned subsidiaries; Mamas & Papas Limited, Mamas & Papas (Stores) Limited, Mamas & Papas (Digital) Limited, Mamas & Papas (Concessions) Limited, and Mamas & Papas (Hong Kong) Limited.

Head Office

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

+44 (0)1484 438200
[mamasandpapas.com](https://www.mamasandpapas.com)

Registered in England No.4992401

Mamas and Papas is committed to ensuring that no modern slavery would go unnoticed and we prevent it throughout our business and supply chain by first 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 leadership and 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 thirty-eight Tier 1 suppliers and is supplied by fifty factories. Day to day operations with our supply chain is managed by our various product teams with colleagues responsible for buying, merchandising, design and technical functions liaising with suppliers.

The depth of relationships mean that we know the supply chain well. We also have a quality control office based in Asia, Mamas & Papas (Hong Kong) Limited, specifically for responsible procurement in the region. This locally based office continues to work with our suppliers to establish and monitor 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 (implemented since 2022) and also international labour standards. We at 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 and monitor current areas of risk. 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.

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During the previous year we initiated further due diligence and set up only those new suppliers which engage with the Sedex platform. Mamas and Papas' employees are able to raise any concerns with the HR Director or a third party independent whistleblowing line and such concerns are dealt with under our Whistleblowing Policy. That hotline is administered externally, on an anonymous basis. All colleagues and suppliers can utilise the service 24/7 and 365 days a year.

Training, Awareness and Collaboration

Our now established 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. Following our foundation year with the ETI we have embedded the required awareness of the ETI Base Code principles both within our business and throughout our supply chain, though adding compliance criteria within our contract terms, enshrining the principles.

We have begun to roll out specific training to teams responsible for sourcing of goods and work closely with suppliers to build their understanding of ethical trade related issues. We plan to implement a Supplier Code of Conduct for non-goods related suppliers to mirror the ethical requirements.

In the forthcoming year we shall continue to play our part in eradicating unacceptable practices.

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MARK SAUNDERS

Executive Chairman

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