



2021 STATEMENT

SLAVERY AND HUMAN TRAFFICKING STATEMENT – MODERN SLAVERY ACT SECTION 54

The Simba Sleep group is a leading online retailer of sleep technology products. Founded in 2015 our business has grown rapidly, and we have now sold over 1.5 million products. Simba products on sale in the UK are primarily sourced and manufactured in the UK, with some accessories coming from Europe; as our business scales up, we are putting in place further sourcing partnerships to enable us to continue manufacturing close to market, thereby reducing the miles our products travel and slashing our environmental footprint.

But we are aware that we have a responsibility to every single person that our supply chain touches, wherever that may be. Which is why we have a zero-tolerance approach to modern slavery and human trafficking.

Modern Slavery is a crime, and a violation of fundamental human rights. Set out in the Modern Slavery Act 2018, Modern Slavery takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. Simba Sleep will not tolerate any such behaviours in our supply chain or our business, in any circumstances.

We expect the same zero tolerance of Modern Slavery from all our contractors, suppliers and other business partners, and we expect our suppliers to hold their own suppliers to the same high standards and also to alert us to any risks associated with Modern Slavery which they have uncovered in their supply chains.

To demonstrate our zero-tolerance of any form of Modern Slavery, we ask that all our suppliers sign up to Simba's code of conduct, which in turn reflects our commitment to the International Principles of Human Rights expressed in our Modern Slavery Policy, to United Nations Guiding Principles, and to those principles contained within the UK Government Modern Slavery Act 2015.

We are also fully committed to the protection of workers' rights, as defined in the International Labour Organisation's (ILO) core conventions, as well as the requirements aligned to the Ethical Trading Initiative (ETI) base code.

Simba Sleep expects its suppliers to implement appropriate standards throughout their own supply chains and business operations. For example:

1. No coercive employment. There must be no form of modern slavery or forced labour. No employee should be obliged to work through force, financial pressure, intimidation, or by any other means.
2. No child labour. Children under the age of 15 shall not be recruited or employed (or a higher age if required by local law). Children and young persons under the age of 18 shall not be employed at night or in hazardous conditions. Policies and procedures shall conform to the relevant International Labour Organisation (ILO) policies.

This statement has been made in accordance with Section 54(1) of the UK Modern Slavery Act 2015 and constitutes the Simba Sleep group's slavery and human trafficking statement for the financial year ending 31 December 2021.

This statement was approved by the Simba Sleep Ltd. Board of Directors:

Signed: Nicholas Pink

Date: 06 February 2023

Registered Office: 2 Temple Back East, Temple Quay, Bristol, United Kingdom, BS16EG

Company No 9703422.