



## Modern Slavery Statement 2024

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#### Introduction

At Mamas and Papas we have made a commitment to play our part in ensuring we have ethical working conditions throughout our entire business including our supply chain and operations. 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 develop, implement and enforce effective controls and procedures to ensure ethical working conditions in our supply chain.

#### Our Business, Our Structure & 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, from our headquarters in Huddersfield, we have continued to grow by helping our customers, parents, to be the best parents they can be.

Our business has thrived and we are keen to continue to do so in a future conscious way. We have a passion for parenting, and our main goal is to ensure that all families benefit from beautiful, good quality and innovative products. Our product range covers all key nursery categories including: travel systems, furniture, equipment, clothing, toys, interiors and gifts.

Mamas and Papas has 21 standalone stores across the UK and Ireland. We also now have 38 concession stores and supply to both retail and distribution partners globally.

##### 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

##### Head Office

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

[mamasandpapas.com](https://www.mamasandpapas.com)  
Registered in England No.4992387



## Modern Slavery Statement 2024

& Papas (Digital) Limited, Mamas & Papas (Concessions) Limited, and Mamas & Papas (Hong Kong) Limited.

In the last financial year we have appointed a new Chief Financial Officer (CFO), Sarah Ashby. ESG and sustainability is a key focus for all leadership and their wider teams, led by our Chief Executive Officer (CEO) Nathan Williams. Nathan initiated our relationship with the Ethical Trading Initiative (ETI) in 2022 and greatly supports our work to tackle Modern Slavery. We are committed to preventing modern slavery and promoting honesty, transparency and collaboration throughout our entire business, as we grow in scale and complexity, our measures to monitor need to grow.

### Our 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. At Mamas & Papas we strive to have long standing relationships with our suppliers, as a result, the majority of our Tier 1 supply base have worked with us for many years, some reaching over 20 years. The strength of our relationships means we know our supply chain well. Our supply base has grown and we currently have 40 Tier 1 suppliers and are supplied by 55 factories. Day to day operations of our product supply chain are managed by our various product teams with colleagues responsible for buying, merchandising, design and technical functions, with overall responsibility sitting with our Product Director, **Sonia Kelly**.

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. It also enables a close oversight in the region.

Over the course of the last financial year our Product ESG team has grown. We have appointed a Product ESG and Sustainability Manager, as well as a Corporate Social Responsibility Associate. This growing team highlights the focus Mamas & Papas are putting on Modern Slavery and other ESG work within our supply chain. This

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complements our current structure for non-product ESG lead by a Senior Sustainability and Experience Manager.

### Policies & Processes

#### Our Commitment

We are committed to working in accordance with the International Labour Organisation (ILO), United Nations Guiding Principles on Business and Human Rights and the ETI Base Code. In March 2024, Mamas & Papas successfully progressed to full membership of the ETI. The ETI is a leading alliance of trade unions, NGOs and businesses, working together to advance human rights in global supply chains. By establishing ourselves as full members, we have illustrated our commitment to the ETI Base Code and its implementation within our supply chains.

#### Code of Conduct

This year we have developed and launched our Mamas & Papas Supplier Code of Conduct. This Code of Conduct details our Sourcing Principles which are the foundations of our responsible sourcing strategy, forming an integral part of our business. Employment is freely chosen is our first sourcing principle and states "Suppliers shall under no circumstances knowingly use or benefit from, forced or bonded labour including, involuntary prison labour. Employment should be freely chosen and workers should be able to leave employment after giving reasonable notice. Suppliers should ensure compliance with the UK Modern Slavery Act 2015".

Our Code of Conduct has been successfully launched internally to all those responsible for buying. We have now disseminated to all our Tier 1 own brand product suppliers and, as a rolling change, incorporated into our supplier terms and conditions. We have a project underway to also cascade this to all remaining goods and services suppliers within this financial year.

#### Ethical Trading Policy

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In February 2024 we updated our Ethical Trading Policy which details our audit and compliance programme. Our ethical auditing programme, managed by the Head of Technical, dictates that all Tier 1 own brand product suppliers are required to undertake a third party 4-pillar SMETA audit on a biannual basis. In addition, this year we have also made it compulsory for our Tier 1 own brand suppliers to complete the Sedex Self-Assessment Questionnaire (SAQ) annually. This policy was approved by our Product Director and has been well received by our suppliers.

### People Policies

Those Mamas and Papas' employees in relevant roles are also trained on Anti bribery and corruption, and health and safety policies. All our employees are subject to a written grievance policy.

### Whistleblowing Policy

Mamas and Papas' employees are able to raise any concerns with the People and Experience Director third party independent whistleblowing line and such concerns are dealt with under our Whistleblowing Policy. This hotline is administered externally, on an anonymous basis. All colleagues can utilise the service 24/7 and 365 days a year.

**Commented [EB1]:** Do we want to reference any other HR policies? For example, policies on our community which may be relevant:

Anti Bribery & Corruption policy - Apr 17  
Grievance Policy - Apr 23  
Health and Safety Policy - Jan 20

### Risk Assessment & Due Diligence

As detailed within our Ethical Trading Policy our ESG team manage our suppliers audit and compliance programme. As a business we utilise the Sedex platform to achieve compliance and monitor supplier non compliances. We expect non compliances to be closed out within the timeframe specified by the auditor. In the rare event that more time is needed to correct, we expect the supplier to inform our ESG team and we will work collaboratively with them to agree and effectively implement appropriate

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corrective action plans. We also utilise available Sedex tools to risk assess our supply chain using both audit and SAQ data.

In addition, to enhance our risk assessment we have developed a site visit checklist used by colleagues including our New Product Development Team and Buying Team when visiting supplier sites. This provides extra feedback to our ESG team with valuable on the ground insights into our factories at differing times to our audit programme.

We have started to review our salient risks within our supply chain and as part of our ETI membership we will be publishing these alongside our plans to mitigate risk. We will work closely with our Hong Kong office and internal buying teams to engage and discuss the risks found and implement mitigation plans.

### Training & Awareness

Our new full ETI membership includes access to wider industry, sector and territory specific best practices through webinars, workshops, training and updates. In this way we can work collaboratively with other brands and retailers on difficult human rights issues and risks within our supply chain, including modern slavery.

We have started to conduct meetings with key colleagues in our product team ahead of site visits. These meetings raise awareness of potential issues within our supply chain and ensures modern slavery and ethical trade is at the forefront of their minds when visiting factories. We will continue to work closely with our head office colleagues and our Hong Kong colleagues to ensure we educate all colleagues on the site visit checklist and continue to raise awareness on potential issues.

Looking forward to the next financial year, we plan to take the opportunity to raise awareness of modern slavery with our colleagues during Anti-Slavery week in October 2024.

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Signed on behalf of the Board of Directors

NATHAN WILLIAMS

CHIEF EXECUTIVE OFFICER

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