To our customers

2025

Modern Slavery Act Statement

Dear Sir or Madam,

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and covers the financial year ending 31 December 2024. It is applicable for all organizations that are part of the Ravensburger Group. This includes especially the product brands Ravensburger, BRIO and ThinkFun. The statement sets out the steps that the Ravensburger Group has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

As an internationally operating family business, we are bound to manufacture and distribute high-quality toys, games and books. Most of the products are manufactured at own factories in Germany and Czech Republic. A small share is sourced from external third-party factories, which are primarily located in Asia. Ravensburger Ltd is the local sales organization for Great Britain and Ireland and operates out of its office in Bicester, Oxfordshire and its 3rd party Warehouse in Lutterworth, Leicestershire.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Ravensburger has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place as a safeguard against any form of modern slavery taking place within the business or our supply chain.

We align our business activities with internationally applicable standards and policies, such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.
The principles outlined apply to our own business area (which includes all our employees) as well as to our suppliers and business partners in our global supply chain. This includes, in particular, the monitoring of and compliance with the following human rights and environmental pillars:

- No child labour
- No forced labour and all forms of slavery
- Occupational safety and work-related health hazards
- Freedom of association and right to collective bargaining
- Anti-discrimination and equality in employment
- Fair wages and working hours
- Protection of vital natural resources and compliance with environmental legislation
- Climate protection

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Filip Francke
Susanne Knoche
Hanspeter Mürle

Bank accounts
Deutsche Bank Ravensburg
(BLZ 650 700 84)
Konto-Nr. 500 785
SWIFT / BIC DEUTDE SS 650
IBAN DE36 6507 0084 0050 0785 00

Baden-Württembergische Bank
(BLZ 600 501 01)
Konto-Nr. 1371518
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IBAN DE82 6005 0101 0001 3715 18

WEEE-Reg.-Nr. DE 77246734

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To ensure this, we follow a high level of vertical integration and certifications. In order to provide an overview of our sites, factories, and certifications of the Ravensburger Group, please see Appendix 1. Please note that we do not provide any names or addresses of our suppliers due to business secrecy.

In addition to the certification through independent Institutes, Ravensburger also inspects the Chinese suppliers through their own organisations in Hong Kong and China.

We ensure that all our suppliers go through a regular risk assessment. Based on the identified risk potential (in particular the country of origin and product group), we require externally audited proof of compliance with social standards as mandatory. We currently accept certificates/audits from ESCP (Ethical Supply Chain Program, formerly ICTI Ethical Toy Program), amfori BSCI and SEDEX SMETA (4-pillar). In addition, we purchase a large amount of paper, cardboard and wood from FSC-certified sources. FSC-certified suppliers also commit to comply with the so-called FSC core labor standards.

These commitments are laid down as well in our Code of Conduct which expressly addresses the issues of responsible production and fair treatment and additionally obliges Ravensburger and its business partners to observe these standards and principles.
Against this background Ravensburger will not knowingly support and/or conduct business with any partners who are involved in modern slavery. Should we discover that any of our business partners does not comply with the Ravensburger Code of Conduct and/or the standards and principles mentioned above, we reserve the right to take appropriate actions against such misconduct.

Our internal staff are made aware of the statement and its implications along with a link to the UK government training page.

This Statement has been reviewed and approved by the Executive Board of Ravensburger AG.

Ravensburg, January 2025

Clemens Maier CEO Ravensburger AG	Hanspeter Mürle CFO, COO Ravensburger AG	Susanne Knoche CSO Ravensburger AG	Filip Francke CPO Ravensburger AG

Appendix 1: Ravensburger Group – sites, factories and certifications

Business office	Economic activities (NACE)	Locations of own factories	amfori BSCI	Sedex	FSC
Ravensburger Verlag GmbH *including all subsidiaries*	32.40: Manufacture of games and toys 58.11: Book publishing	**Ravensburger Verlag GmbH** Robert-Bosch-Straße 1 88214 Ravensburg Germany	amfori ID: 276-000028-000	Company Reference: ZC1023586 Site Reference: ZS1081358	Multi-site certification: Certification Code: SQS-COC-100795 License Code: FSC-C111262
		Ravensburger Karton s.r.o. Střítežská 968 57201 POLICKA Czech Republic		Company Reference: ZC5000022216 Site Reference: ZS1000025564	
		Ravensburger Wood Slovakia s.r.o. Uľanská cesta 5491/47 974 01 Banská Bystrica Slovakia		*pending*	Certification Code: TSUD-COC-000734 License Code: FSC-C133370
Ravensburger North America Inc.		*see all production sites above*		Company Reference: ZC416382460	Certification Code: GFA-COC-003006 License Code: FSC-C132944
BRIO AB *including all subsidiaries*		*see all production sites above*		Company Reference: ZC5000022218 Site Reference: ZS1000025566	Certification Code: DNV-COC-001392 License Code: FSC-C133361