

Modern Slavery Statement

This statement is made pursuant to the Modern Slavery Act 2015 and outlines the steps taken to minimise the risk of modern slavery in our business and supply chains. This statement covers the period 1st January 2023 to 31st December 2023.

Organisational Structure

This statement applies to International Cookware Ltd which is a subsidiary part of the company La Maison Francaise Du Verre, incorporated in March 2020 and headquartered in France. La Maison Francaise du verre as a group ("LMFV Group") primarily manufactures and markets cooking and baking products made in borosilicate glass and tempered soda-lime glass for tableware (drinking glasses, cups, plates, salad bowls, etc.). It also markets kitchen products made in other materials such as ceramics, stainless steel and aluminum.

International Cookware SAS, which is a subsidiary of the company La Maison Française du Verre, holds the license for the Pyrex® trademark, granted by Corning Inc., for Europe, Middle East and Africa. LMFV Group's sales are made in more than 130 countries. In addition, the Group recently developed Ôcuisine, a trademark registered worldwide. In tableware, LMFV Group owns the Durelex® trademark worldwide, with the exception of South America, as well as Verreco® and Ovenchef®.

LMFV Group operates two manufacturing units in France, at Châteauroux site (Indre) for borosilicate glass and at La Chapelle Saint-Mesmin site (Loiret) for soda-lime glass. It has a distribution subsidiary in the United Kingdom, two subsidiaries acting as agents in Italy and Spain, and several representative offices.

Supply Chain

LMFV Group understands there can be significant risks in the supply chain. To combat these risks, we ask our suppliers to sign a supplier charter sustainable development to confirm:

- No child labour
- Fair wages
- Working conditions are safe and hygienic
- Employment is freely chosen
- Comply with all relevant national laws



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- Treat employees fairly and in a non-discriminatory manner

If LMFV Group gains knowledge that any of the supplier's support or are involved in slavery, servitude or forced or compulsory labour, we will not continue to work with them.

Recruitment

As part of our recruitment process we carry out identity checks and ensure all potential employees are legally entitled to work in the appropriate country.

Previous Actions

LMFV Group issued a code of ethics which all employees have access to.

Going forward

In the next financial year ending December 2024, we plan to:

- Publishing a Modern Slavery Policy
- Training employee's on Modern Slavery
- Check our largest suppliers have published a Modern Slavery Statement
- Evaluate supplier contracts to ensure they incorporate the Modern Slavery Act
- Tighten checks and procedures in both procurement and recruitment

This statement has been approved by the Executive Board of Directors.

Signed



Name: Didier LE TIRANT

Director

Date: 26 June 2024