LA MAISON FRANÇAISE DU VERRE

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 2024 to 31st December 2024.

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. It also markets kitchen products made in other materials such as ceramics, stainless steel and aluminum.

International Cookware, 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.

LMFV Group operates a manufacturing unit in France, at Châteauroux site (Indre) for borosilicate 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, LMFV Group ensures that its sustainable development charter is signed by all suppliers to confirm:

- No child labour
- Fair wages
- Working conditions are safe and hygienic
- Employment is freely chosen
- Compliance with all relevant national laws
- Employees are treated fairly and in a non-discriminatory manner

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If LMFV Group gains knowledge that any of the suppliers support or are involved in slavery, servitude, or forced, or compulsory labour, LMFV Group will then not continue working with them.

Recruitment

As part of LMFV Group's recruitment process, LMFV Group carries out identity checks and ensure all potential employees are legally entitled to work in the appropriate country, and every employee has a signed employment contract.

Previous Actions

LMFV Group:

- Issued a code of ethics which all employees have access to
- Published a Modern Slavery Policy
- Trained all UK employees on Modern Slavery

Going forward

In the next financial year ending December 2025, LMFV Group plans to:

- Verify its main suppliers have published a Modern Slavery Statement
- Evaluate suppliers' contracts to ensure they incorporate the Modern Slavery Act
- Tighten checks and procedures in both procurement and recruitment
- Train international employees on Modern Slavery
- Include key elements of the Modern Slavery Act in its suppliers' assessment form

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

Signed:
Name: Bruno GALLAS
Date: 25 June 2025

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