



Joseph Joseph Ltd.
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Joseph Joseph Modern Slavery Statement 2023 - 2024

Introduction and Company Information

Joseph Joseph Group and its subsidiaries which includes Joseph Joseph Ltd ("the Company") is committed to ensuring that there is no modern slavery or human trafficking in our business or supply chains; and to preventing modern slavery and human trafficking in our corporate activities. This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It sets out the potential risks related to our business, the steps that we have taken and continue to take, during the **financial year ending 31 May 2024**. We accept there is a modern Slavery and human trafficking risk and commit to investigate this within any part of our business. We will ensure we have effective policies in place and provide training internally and externally as required.

Our Business and our Supply Chain

Joseph Joseph is a global brand, providing homeware products to customers and consumers worldwide. Business activities include the design, development, sourcing, manufacture, transport and sale of products. Our headquarters are in London, UK. We have international offices in The United States, Australia, China, France and Germany where we directly employ staff. We have remote workers in Europe, whom we also employ directly. Our Warehousing and distribution are carried out by third party organisations who have their own responsibilities under the Modern Slavery Act and publish statements of which we hold copies. In countries where there is no similar legislation, we will include their representatives in Modern Slavery Act awareness training. We source finished goods from factories in China and Vietnam with whom we have established long-term relationships and have built these relationships over many years. This enables us to gain a deeper understanding of the issues faced by our suppliers.

Supply Chain Mapping progress

As part of the Procurement and Supply Planning team our Responsible Sourcing Manager continues to map the supply Chain, recording any changes annually. We have mapped both the first and second tiers of our supply chain. Definitions of these two tiers are shown in the table below.

Tier	Name	Definition	Progress
1	Main Production Factory	Manufactures, packs and ships final consumer product to Joseph Joseph	Fully Mapped
2	Primary Process Subcontractor	Manufactures key product components and supplies them to first tier Factories	Fully Mapped



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Relevant Policies

- Whistleblowing Policy
- Code of Conduct
- Ethical Sourcing Policy Commitment
- Child Labour Remediation Policy
- Migrant Labour Policy

Supplier Reviews

We work closely with our suppliers and hold quarterly, structured, two-way performance reviews. Feeding into these meetings are our Head of Procurement; Head of Quality; Ethical Sourcing Manager; Supply Planning Manager, and Senior Buyers to understand pressures on production processes and highlight risk areas. Attending from the Supplier side are key Senior Management and production personnel. Mutual service level agreements are signed which include a requirement for Ethical Audits to be carried out at our suppliers' factories. We analyse the results of audits with our suppliers then have face to face meetings to discuss root causes and necessary remediation of issues.

Our China based staff continue to regularly visit key suppliers. Our supplier on-boarding process continues to enable validation that new suppliers and their factories agree to our Code of Conduct and give their workers awareness training. We also have an effective Factory Move Process in place.

Supplier Training & Policy Adoption.

Joseph Joseph proactively conduct supplier awareness training in country. In November 2023 our Head of Procurement and our Responsible Sourcing Manager visited twelve key supplier factories in China and Vietnam. Awareness training was delivered on Modern Slavery, which included specific country risks and indicators alongside specific global statistics. Two policies on Child Labour Remediation and Migrant Labour were shared ahead of the visit. Suppliers' Human Resource Teams held meetings with us to further discuss adoption of the policies into their businesses. This was successful in all twelve supplier factories.

Human Rights Due Diligence

We use the [Ethical Trading Initiatives HRDD Framework](#) which is reviewed annually. The primary risk for our business is in association with our supply chain suppliers and their factories. As part of our initiative to identify and mitigate risk in our supply chains, we undertake due diligence on suppliers. The most serious risks have been identified and we have made commitments to each to ensure we start to manage them effectively, in partnership with our suppliers.

Employee/Worker Due Diligence

In each country where we employ staff, we ensure our compliance with the relevant employment legislation. We recruit and select our own workers, sometimes with the help of reputable recruitment agents, and determine the terms and conditions of their employment. Employees/ workers are free to accept or reject any employment offers made. As part of our recruitment process Joseph Joseph directly undertake checks on all workers to verify their identity, age and eligibility to work in that country.

We always aim to pay our workers a reasonable and fair wage for the job they are doing, this will meet or be above the legal minimum wage in the country they are employed.

Risk Assessment, Prevention and Mitigation

This table lists the most severe modern slavery risks in our supply chain, and the actions we taken.

Modern Slavery Risk	Definition of the Issue	Joseph Joseph Actions
Migrant Labour	Migrant workers could be paying recruitment fees might be trapped in bonded labour and be subjected to substandard employment terms. Migrant workers may not fully understand their rights.	-Through effective audits and direct supplier discussions ensure HR practices are in place to ensure, where migrant labour is used, there is transparency in the recruitment process. -Twelve key supplier factories have adopted effective policy into their business
Child Labour	Children and Young Workers are more vulnerable to exploitation.	-Through effective audits and direct supplier discussions ensure HR practices are in place to validate young worker's age. - Twelve key supplier factories have adopted remediation policy into their business
Contract/Agency Workers	Recruitment agencies can be in between the employer and the worker, leaving the worker at risk of deceptive or coercive recruitment practices.	- Self-assessment questionnaires give us some visibility of recruitment processes.
Female Workers	Women are particularly vulnerable to exploitation, human trafficking and bonded labour.	- Female worker ratio is identified at 60% of the workforce in the first tier of our supply-chain - We will work with Suppliers to ensure appropriate protections are in place.
Excessive Hours	If employees must work more overtime than is allowed under national law, under some form of threat (e.g. of dismissal) or in order to earn at least the minimum wage, this amounts to forced labour.	-Through effective audits identify excessive hours, through worker interview explore the extent of the issue. -Always ensure overtime is voluntary and at least one day in seven is a paid, day-off for every worker.
Workers' Rights Awareness	Millions of people work in global supply chains and endure abuses such as poor working conditions. Workers facing these abuses often lack awareness of their human and labour rights and access to complaints mechanisms and whistle-blower protections.	-Every supplier we work with has adopted our Code of Conduct, posted the local language version on notice boards around the factory. -Every supplier has given workers awareness training which will happen at least every year and when they take on new workers.
Forced Labour	Mounting evidence has indicated that Uyghurs and other ethnic minorities are being employed under conditions of forced labour in factories supplying international apparel brands and retailers. We acknowledge this could also be happening in our supply-chain.	-Re-enforce our Code of Conduct. Awareness training for our own staff in Country. - Verify the source of Cotton in our products. -Open discussion with suppliers as to what we can do to mitigate this risk.



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Effectiveness measured against appropriate KPI's

Mapping the supply-chain and auditing and assessing audits of our first-tier suppliers allows us to measure our effectiveness.

- Our Procurement team and Responsible Sourcing Manager contacted 40 Direct Suppliers by email, video call and visits to specifically discuss Human Rights Risks.
- 55 factories identified in our first-tier supply-chain 100 SMETA and 110 BSCI Audits reviewed and graded into traffic light risk assessment.
- 500 corrective actions have been identified and implemented with suppliers.
- We maintained a steady number of factories in lower risk grade, at 80%.
- 70 second tier sub-contractor factories mapped.
- Further awareness training given to the UK Operations Team.

This Statement has been endorsed by our Board of Directors.

Approval for This Statement:

A handwritten signature in black ink, appearing to read 'Richard Joseph', written over a horizontal line.

For and on behalf of Joseph Joseph
Richard Joseph
CEO