Mothercare plc

Mothercare Global Brand Limited

Modern Slavery Statement 2023/2024

1. Introduction

'Modern Slavery' encompasses the offences of slavery, servitude, forced or compulsory labour and human trafficking. As employers and providers of goods and services, we are committed to respecting internationally recognised human rights, as outlined in the United Nations Guiding Principles on Business and Human Rights and working with partners to understand and enhance the role, we can play in this.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It sets out the steps taken by Mothercare Global Brand Limited ("MGB"), during the financial year ended 30th March 2024, to prevent modern slavery in our supply chain and business operations.

2. MGB Overview

MGB is a specialist iconic global product brand for parents and young children and has a long history, with Mothercare opening its first store in 1961. Today Mothercare is a global brand operating through a network of international partners operating through franchise stores and increasingly online.
Our head office is in Hemel Hempstead in the UK and has employee representation in India and China. As a business with a global presence, we are committed to improving our working practices to combat slavery and human trafficking.
A fundamental part of MGB's strategy is to design, develop and source new, stylish and iconic products. In doing so we are focused on a set of values and processes that mean we do things properly. We are committed that our organisation and all the businesses within our supply chain respect human rights and we have a zero-tolerance approach to slavery and human trafficking (Modern Slavery). To ensure all those in our supply chain comply with our principles and values we have a fully documented supply chain quality assurance system.

Our Anti-Slavery and Human Trafficking Policy highlights our commitment to act with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

3. MGB Supply Chain

As a global product brand supplying a range of children's fashion, footwear, toys and home and travel products we enlist a global network of approximately 70 Manufacturing Partners from whom we source these products; the majority are based in China, India and Bangladesh.
To aid with our robust sourcing and quality control activities we have representation in China and India.

4. MGB Approach

We recognise our responsibility to work with all parties in our business and supply chain to ensure that those within it are treated fairly, humanely and with respect. We are committed to ensuring that workers are not exploited or subject to unsafe or inhumane working conditions, and that child labour is not used.

Our Product Team, led by our Buying & Design Director, is dedicated in ensuring that we only trade with approved 'ethical suppliers'.
Our Responsible Sourcing Handbook contains our Code of Practice and Implementation policy and forms part of our standard terms and conditions. Our Code of Practice sets out the standards we require at all factories

used to manufacture Mothercare Global Brand's products and is part of our terms and conditions of trading; this Code of Practice is based on the ETI's Base Code and on the conventions of the International Labour Organisation.
Our contractual agreements include obligations on our suppliers to comply with the Modern Slavery Act. Any suppliers found to have breached these obligations could face sanctions, including termination of our contract with them.

With the help of our nominated third party, Verisio, we ensure all Manufacturing Partners obtain a SEDEX accredited ethical audit of their facilities, or equivalent. These audits include staff interviews, site inspections, discussions with management and reviews of company records to assess performance. Based on this data, if necessary, the auditor can prepare a Corrective Action Plan with the supplier, outlining any actions needed to meet ETI labour standards. We commission Verisio to ensure that all corrective actions are followed through and closed out where required.

Our employees are an integral part of our business and our Head of HR is dedicated in ensuring that all employees align themselves with all company policies. All new starters are subject to an induction programme where all company policies and codes of conduct are shared.
Employees are encouraged to alert HR of any risks to the business through our Whistleblowing Policy to allow people the freedom and anonymity to report anything that concerns them including any disquiet with modern slavery.

5. Assessment & Review

Mothercare Global Brand is fully committed to combating slavery and human trafficking and recognises that the associated risks are ever changing. We therefore fully understand the importance of continually measuring and improving our sourcing model and associated processes and procedures.
Working closely with our manufacturing partners is vital for us to mitigate these risks and this financial year we will continue to commission Verisio as our third-party experts to help with our continuous improvement programme of monitoring existing areas and strive to identify new areas.
This year we will also be committed to continue to carry out training to all head office staff in Hemel Hempstead on Modern Slavery.

Andrew Cook
Chief Financial Officer
Mothercare plc