

MPM POLICY STATEMENT: THE MODERN SLAVERY ACT 2015

This statement sets out the steps that MPM Products Limited has taken to mitigate the risks of slavery and human trafficking occurring within any part of our business or supply chain during the financial year ending 31st December 2023. We are committed to improving our practices to combat slavery and human trafficking. We will continue to assess our business and supply chain to identify risks and then to target those risk areas with training, policies and procedures to ensure we maintain appropriate safeguards against any mistreatment of persons within our own business and that of our supply chain.

Our Modern Slavery Act Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to the implementation and enforcement of effective systems and controls to ensure slavery and human trafficking does not take place anywhere in our supply chain.

We have worked with both new and existing supply chain partners to ensure our commitment to the Act, this has had to be remote work due to Covid-19 travel restrictions. MPM is committed to working to achieving B Corp Status. B Corp Certification includes measuring socio-environmental impact.

MPM employees have benefited in numerous ways from the B Corp commitments. For all MPM offices (in the UK, USA, China & Australia) we have staff handbooks detailing policies, procedures, rights and benefits. HR processes and policies are set out with regards to internal MPM guidelines and meet current legislation within each Country.

The biggest suppliers to MPM have all signed up to the MPM Code of Conduct which is in line with the International Labour Organization guidelines. It includes confirmation of no Supplier Child Labour, Prison Labour, or Forced Labour. The MPM Code of Conduct also covers Suppliers' Negative Social Impact and practices or outcomes that produce substantial negative impacts regarding human rights, labour conditions, or local communities. MPM audits suppliers at least every 2 years and these points are covered in the audit. MPM goes beyond regulation by asking if the suppliers pay living wage and asking them to work towards other labour practices including employment contracts for all employees, overtime wages along with local social and environmental work. MPM is committed to rolling out the Code of Conduct to all suppliers and service providers.

This statement is made in pursuant to section 54 of the Modern Slavery Act 2015 and constitutes MPM's slavery and human trafficking statement for the financial year ending 31st December 2023.



Julian Bambridge CEO