



MOO Print Ltd
Unit 12
Thames Gateway Park
Chequers Lane
London, RM9 6FB

MOO Print Ltd Modern Slavery Statement 2021

Introduction

It continues to be a priority for MOO to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

This statement highlights the key activities we have undertaken during our 2021 financial year to combat modern slavery in our organisation and supply chain. The pandemic meant that Group resource was reduced and diverted to other areas of the business, impacting progress on modern slavery. It is now the appropriate time to review the Group's position in relation to modern slavery and renew our work to continue to make improvements over time.

Organisation structure

MOO, an online print and design company, was established in 2006 to provide great design to businesses of all sizes. We have over 400 employees worldwide and we operate in the United Kingdom and the United States.

Our business

We operate through moo.com, a website that offers a range of print products (including business cards, stickers and flyers), stationery (such as notebooks) and lifestyle products (such as drinkware). We make it simple for all our customers, big and small, to create beautiful, expertly crafted business stationery and promotional materials. Our customers range from small business owners to large corporations and everything in between.

MOO is based in the UK and the US with our head office in London, UK. We have two manufacturing and production sites (one in the UK and one in the US) and four offices across the same countries.

Our supply chains

MOO has over 1000 suppliers on record. Our suppliers include suppliers of IT and communications, property, machinery, paper, packaging, office cleaning and stationery. The majority of the material we use to manufacture our products originates from the United Kingdom, the United States and Europe.

Our policies on slavery and human trafficking

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective anti-slavery and human trafficking systems and controls in our supply chains.



Due diligence processes for slavery and human trafficking

In our business, we believe that the greatest risk of modern slavery is in our production sites and with our associated suppliers and so we keep these areas under regular review.

As part of our initiative to identify and mitigate this risk, we carry out internal desk based audits to assess the risk of modern slavery and/or human trafficking in relation to our suppliers using factors such as geographical location, operations and size of the business. The result of the audit marks our suppliers as high, medium or low risk in relation to modern slavery/and or human trafficking and acts as a guide for MOO in terms of how we engage with them.

The majority of the material we use to manufacture our products originates from the United Kingdom, United States and Europe and suppliers located in these areas are obliged by law to meet the national minimum wage requirements and comply with relevant legislation on modern slavery and human trafficking.

The locations of the remainder of our supplier group vary (e.g. China and Japan). To date, through internal processes, we have not witnessed or been alerted to any concerns over human trafficking or slavery activities within our supply chain group. Should anything be brought to our attention we will act immediately.

We are also improving our systems to protect whistleblowers.

Supplier Relationships

We have contractual provisions in place with our suppliers to confirm their adherence to our Modern Slavery Policy and our right to audit their activities and (where practicable) relationships, both routinely and at times of reasonable suspicion.

Towards the end of 2021 and during 2022 we created our first supplier code of conduct and will look to roll it out to all our manufacturing suppliers before the end of 2023.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide regular training to our staff both on joining MOO and throughout their time with us.



Our effectiveness in combating slavery and human trafficking

Our board of directors and the MOO executive team have overall responsibility for ensuring compliance with this statement and our policies. Managers at all levels are responsible for ensuring those reporting to them understand this statement and comply with our policies.

MOO employees are trained to identify, where possible to prevent, and report modern slavery in any part of our business or supply chains.

The Future

Our goal is to renew our efforts and consolidate and maintain our approach and commitment to preventing modern slavery and human trafficking. This will include:

- Improved training for all MOO staff
- Publishing the MOO Anti-Slavery Statement and Anti-Slavery Policy on our intranet so that all employees can easily access the documents
- Continuing to work closely with our suppliers
- Continue to work closely with our suppliers to ensure continued meeting of obligations in respect of modern slavery and human trafficking
- Ensuring the development of our system where any reports of concerns or risks relating to modern slavery and human trafficking are tracked and appropriately resolved or escalated in a timely manner



This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 2021. It was approved by the board on 23 June 2022.

A handwritten signature in black ink, appearing to read "Richard Moross".

RICHARD MOROSS
CEO & FOUNDER
23 June 2022