



MOO Print Ltd Modern Slavery Statement 2022

Introduction

MOO Print Ltd
LABS Triangle
The Stables Market
Chalk Farm Rd
London, NW1 8AB

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 2022 financial year to combat modern slavery in our organisation and supply chain. With the impact of the pandemic receding, we have been able to strengthen our efforts. MOO has ended the year with a more robust framework in place with regards to modern slavery, and a plan for further improvements in 2023.

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.

Our head office is in London. We have two manufacturing and production sites (one in the United Kingdom and one in the United States) and four offices across the same countries.

Our supply chains

MOO has several hundred 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, nature of goods/services supplied and size of the business. This includes use of information available through our membership of SEDEX. Suppliers are audited based on the ETI Base Code. 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.

Where appropriate according to the risk level, we will engage in enhanced due diligence of a supplier and/or conduct a 4-pillar Sedex Members Ethical Trade Audit (SMETA). We conducted our first such SMETA audit on a new supplier in 2021 and continued with this in 2022.

The majority of the material we use to manufacture our products originates from the United Kingdom, United States and Europe. Our 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.

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.



During 2022 we finalised our first supplier code of conduct and have begun to roll it out with our suppliers. We will look to have it signed by all our manufacturing suppliers before the end of 2023. The code of conduct requires our suppliers to be members of SEDEX.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, from early 2023 we will provide updated and regular training to our staff both on joining MOO and annually throughout their time with us. Staff involved in procurement will receive enhanced training.

We have also improved our systems to protect whistleblowers, including through the introduction of a whistleblowing hotline in June 2022 and the adoption and publication of our Whistleblowing Policy. All staff receive training on whistleblowing on joining and annually thereafter.

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.

In 2022 our MOO Anti-Slavery and Human Trafficking Policy was adopted and published on our intranet, so that all staff can access it easily.

The Future

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

- Continuing to roll out training for all MOO staff.
- Continuing to work closely with our suppliers, and to look more deeply into our supply chain to increase visibility into all areas of our operations.
- Ensuring the ongoing 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 the The California Transparency in Supply Chains Act and constitutes our slavery and human trafficking statement for the financial year ending December 2022. It was approved by the board on 28 June 2023.

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

RICHARD MOROSS
CEO & FOUNDER
28 June 2023