

MOO Print Ltd Modern Slavery Statement 2024

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 2024 financial year to combat modern slavery in our organisation and supply chain. Since putting a framework in place in 2022, we continue to make improvements with regards to modern slavery across MOO. This work also forms part of our wider Sustainability Manifesto, which sets out a path to achieving our vision for our products, culture and business.

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 platform 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 also have two manufacturing and production sites (one in the United Kingdom and one in the United States) and three further offices (one attached to our manufacturing and production site in the United States) in the United States.

Our supply chains

MOO has several hundred suppliers on record. Our suppliers include suppliers of IT, software 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, Europe and, in part, China.

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 ambitions to identify and mitigate this risk, a tiered approach to onboarding suppliers has been adopted using factors such as geographical location, operations and nature of goods/services supplied. Building from desktop assessments for limited, low risk purchases through to gaining assurance from independent audits or certification reports for more complex partnerships. This tiered approach allows MOO to tailor processes to the specific risk profile of each supplier, ensuring appropriate levels of oversight and compliance.

As a supplier becomes more embedded, deeper ESG, legal, and audit requirements are phased in.

Depending on the supplier risk profile MOO may engage in enhanced due diligence of a supplier and/or conduct a 4-pillar Sedex Member Ethical Trade Audit (SMETA) or similar. Acceptance of evidence remains at MOO's discretion.

The majority of the material we use to manufacture our products originates from the United Kingdom, United States, Europe and, in part, China. We partner with suppliers who are required to act in line with their national laws and regulations. The scope of such law and regulations include minimum wage payments, and criminalisation of human trafficking and/or modern slavery.

The locations of the remainder of our supplier group vary. To date, through internal processes together with any enhanced audits we may undertake, 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

As part of the tiered approach MOO uses for onboarding suppliers, we have contractual provisions in place with our key suppliers in line with our Modern Slavery Policy and our ability 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 continued to roll it out with our existing suppliers during 2024. The Supplier Code of Conduct was further updated to better reflect our ongoing relationships with suppliers in Autumn 2024 and is kept under review.

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 provide updated and regular training to our staff both on joining MOO and annually throughout their time with us. Staff involved in procurement, supply chain and product development receive enhanced training.

We have had a whistleblowing hotline since June 2022 and all staff receive training on whistleblowing and our Whistleblowing Policy on joining and annually thereafter.

Our effectiveness in combating slavery and human trafficking

Our board of directors and the MOO senior leadership 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.

Since 2022, our MOO Anti-Slavery and Human Trafficking Policy has been published on our intranet, so that all staff can access it easily.

The Future

Our goal is to continue 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 annually.
- Continuing to work closely with our suppliers, and to look more deeply into our key supply chains 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 2024. It was approved by the board on 26 June 2025.

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RICHARD MOROSS
CEO & FOUNDER