



MOO Print Ltd
Labs Triangle
Stables Market
Chalk Farm Road
London
NW1 8AB

MOO Print Ltd Modern Slavery Statement 2023

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 2023 financial year to combat modern slavery in our organisation and supply chain. Following our work in 2022 putting the framework in place, 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 new 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 have two manufacturing and production sites (one in the United Kingdom and one in the United States) and four offices (one attached to our manufacturing and production site in the United States) 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, 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 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 supplier 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. Throughout 2023 we have been doing 4-pillar audits across all new branded merchandise products.

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 (e.g. Taiwan). To date, through internal processes together with the enhanced audits we 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

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 are continuing to roll it out with our existing suppliers during 2023 and 2024. All new branded merchandise product suppliers sign up to the MOO supplier code of conduct. The code of conduct expects our suppliers to be members of SEDEX. For new branded merchandise suppliers we require SEDEX and 4-Pillar SMETA Audits.

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.

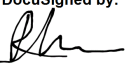


The Future

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 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 California Transparency in Supply Chains Act and constitutes our slavery and human trafficking statement for the financial year ending December 2023. It was approved by the board on 25 July 2024.

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RICHARD MOROSS
CEO & FOUNDER
25 July 2024