

Modern Slavery and Human Trafficking Statement

(made and published pursuant to the UK Modern Slavery Act 2015)

Introduction from the Managing Director

Euro-Pro Europe Limited (trading as SharkNinja) is a highly-innovative pioneer and market leader in the design, manufacture, distribution and sales of small household cleaning and kitchen appliances. SharkNinja is committed to the premise of breakthrough thinking in every aspect of its business. SharkNinja is a fast-growing, entrepreneurial company with a mission to positively impact people's lives every day in every home around the world.

This is our 2nd published Modern Slavery Statement.

Organisational structure

Euro-Pro Europe Limited, registered in England and Wales with company number 08492819, located at 15 Mariner Court, Calder Park, Wakefield, West Yorkshire, WF4 3FL, is part of the SharkNinja group of companies. The SharkNinja Corporate Office is based in the United States with operations globally in the United Kingdom, United States, Canada, China and Japan. We have 170 employees based in the UK and approximately 1200 employees globally.

Our approach to slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Shared core values are at the heart of the SharkNinja business: they define who we are, how we work, what we believe in, and what we stand for. We understand the fundamental importance of ethical trading and are committed to earning the respect of our personnel, customers and suppliers worldwide. This statement is made by SharkNinja to affirm our commitment to upholding basic human rights and prohibiting forced or involuntary labour in the production of SharkNinja products. All SharkNinja personnel are expected to comply with our approach. We expect our business operations, our people and every company that we work with to conduct business ethically and legally throughout our organisation.

Our supply chains

SharkNinja sources critical components from China, where our products are manufactured. We seek to only deal with reputable suppliers who share our zero-tolerance policy in respect of human rights including welfare, trafficking and slavery.

We conduct routine internal social compliance audits with our first-tier suppliers. These audits include assessing employee labour; workers' pay, working hours, benefits and rights, in addition to

environmental and workplace safety. During these audits, we speak with randomly selected employees to assess their voluntary employment, their employment freedom and ensure they hold identification documentation, along with other legal requirements. Our audits are conducted in alignment with SA8000 standards, the leading standard for factories and organisations across the globe.

We also require our first-tier suppliers to conduct their own audits of their suppliers. We oversee these audits and we review their audit reports.

Supplier adherence to our values

We have zero tolerance of slavery and human trafficking. To ensure all contractors and those in our supply chain comply with our values, we require all suppliers to read and acknowledge our policies. We seek to include anti-slavery provisions in our standard supplier terms and conditions around the world. Within our supply chains, we seek annual compliance certifications from counterparties, and educate our personnel on how to identify and deal with any potential modern slavery issues.

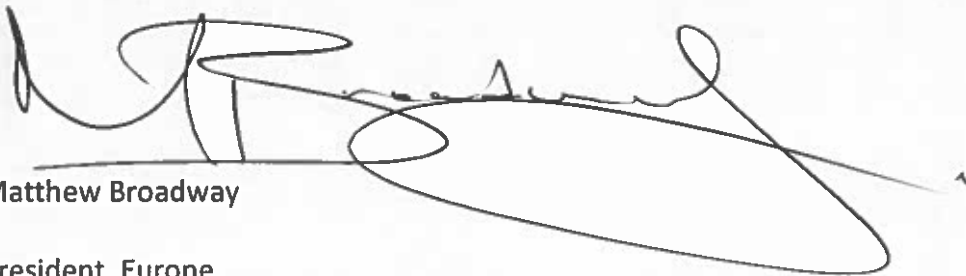
Training

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 training to our staff. From an employee's first days on the job, our on-boarding process emphasises business ethics. We expect our people to apply these standards in their day-to-day business and report any issues creating concern on a confidential or anonymous basis at any time. These are underpinned by our Anti-Bribery and Corruption Policy, alongside our Whistleblowing Policy.

Continuous Improvement

As SharkNinja continues to grow, we are committed to ensuring our integrity is not compromised. During the next financial year we are increasing our focus on regulatory and social compliance and investing in additional resource and platforms to support our global operations in these areas.

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 31 December 2018.



Matthew Broadway

President, Europe
For and on behalf of Euro-Pro Europe Limited