



Modern Slavery and Human Trafficking Statement

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

Introduction from the Managing Director

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

We are proud of the steps we have taken to combat slavery and human trafficking.

Organisation's structure

Shark|Ninja is a business of Euro-Pro Europe Limited, a company registered in England and Wales with company number 08492819, and our registered office is at 15 Mariner Court, Calder Park, Wakefield, West Yorkshire, WF4 3FL.

Our parent company is Euro-Pro HoldCo LLC, who has its head office in 89 A Street, Suite 100, Needham, MA 02494. We have over 1200 employees worldwide and operate in North America, Canada, Europe, China and Japan.

Our supply chains

Shark|Ninja sources finished goods and critical components to support the sales and marketing of our business. We seek to only deal with reputable suppliers and suppliers that share our zero tolerance policy in respect of human trafficking and slavery.

We conduct routine internal social compliance audits with our first tier suppliers, with human trafficking and slavery being one of the key areas we assess. During these audits, we speak at random to supplier employees to assess their voluntary employment, their employment freedom and the holding of identification documentation.

We require and oversee our first tier suppliers conducting their own audits of our second tier suppliers, and we review their audit reports constantly.

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 Shark|Ninja 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 Shark|Ninja to affirm our commitment to upholding basic human rights, prohibiting forced or involuntary labour in the production of Shark|Ninja products. All Shark|Ninja 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 global organisation.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. We will seek to include anti-slavery provisions in our standard supplier terms and conditions around the world. Within our supply chains, we will seek annual compliance certifications from counterparties, and teach our personnel how to identify and deal with any potential modern slavery issues. We will continue to monitor these issues with our people, our processes and our business partners to develop measures to further mitigate against any such risk.

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 will emphasize 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.

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 2017.



Matthew Broadway

Managing Director

For and on behalf of Euro-Pro Europe Limited