

JML Social audit policy

SLAVERY AND HUMAN TRAFFICKING STATEMENT 2019/2020

JML (John Mills Ltd) is a UK based company who specialise in sourcing and supplying TV products to retailers and consumers. We operate a global supply chain, managed by our Product Development team in the UK. Most of our products are sourced from China which represents the area of greatest risk of exposure to, and association with slavery and human trafficking. Procedures in place include policies covering corporate social responsibility, ethical trading, working conditions, child labour, Health & Safety and training for relevant people within the business.

JML are committed to ensure the wellbeing of all involved in the manufacture and supply of our products. We recognize the ETI base code as the minimum level of compliance and require all our factories to sign up to our code of conduct to ensure procedures are in place to cover the following

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided
- No harsh or inhumane treatment is allowed

Our suppliers are expected to disclose the full factory name and address of all entities producing goods for JML. Any changes in the manufacturing site must be approved by JML management in advance.

We require all factories producing goods with an annual turnover with JML of over \$100,000 to be audited annually by a third-party audit company. JML will work with suppliers to find suitable solutions where factories are not meeting the requirements of the code. However, in cases of persistent breaches of the code or lack of willingness to take corrective action, we reserve the right to discontinue the relationship.

Review 2018 /19

- We reviewed and engaged with over 20 third-party social audits from either Smeta or BSCI. We continue to engage with the suppliers to implement corrective action plans for any Non-conformances identified during the social audits.
- A supplier Code of Conduct, based on the ETI has been agreed for our supply chain.

Plans for 2019 / 20

- Continue to review and improve our processes to further develop our systems to ensure we have a robust supply chain that meets our code of conduct.
- Training programme to raise awareness of slavery, forced labour and human trafficking.

This statement is approved by the board of Directors.

Signed

A handwritten signature in blue ink, appearing to read "Ken Daly".

Ken Daly

Chief Executive Officer

Date

10.5.2019