
MPM PRODUCTS LIMITED

Modern Slavery Statement

Introduction

1. This Modern Slavery Statement (“Statement”) sets out the steps that MPM Products Limited (“MPM”, “we”, “us”, “our”) has taken, and continues to take, to mitigate the risks of slavery and human trafficking occurring within any part of our business and supply chains.

Structure and Supply Chains

2. MPM is a global supplier of premium natural cat and dog food. We employ [132] people worldwide with business operations in the UK, USA, China and Australia. In order to operate our business successfully, we work with a diverse range of suppliers such as but not limited to manufacturing sites, packaging sites and 3rd party logistics sites. Suppliers are analysed as part of MPM’s robust supplier due diligence via our Code of Conduct, Supplier on-boarding and ESG assessments.

Statement, Risk Assessment and Due Diligence

3. This Statement reflects our commitment to act ethically and with integrity in all our business relationships and to the implementation and enforcement of effective systems and controls to ensure slavery and human trafficking does not take place anywhere in our supply chain.
4. We continually monitor and assess our own business and supply chains with the aim of identifying modern slavery and human trafficking risks and address any such potential risks by way of suitable training, policies, procedures and due diligence on prospective and current suppliers.
5. As part of our efforts to monitor and eliminate the risk of slavery and human trafficking occurring within our supply chains, we have implemented the following procedures:
 - a. MPM’s largest suppliers are required to sign up to MPM’s Code of Conduct (“Code”) which is in line with the International Labour Organization guidelines. The Code includes confirmation of no Supplier Child Labour, Prison Labour, or Forced Labour. The Code also covers Suppliers’ Negative Social Impact and practices or outcomes that produce substantial negative impacts regarding human rights, labour conditions, or local communities.
 - b. MPM audits its suppliers at least every 2 years. The areas highlighted in the Code are covered in the audits. We audit our suppliers both internally and through the engagement of external third parties. Our auditing methods include physical attendances at our suppliers’ premises and remote paper-based audits. MPM is rolling out the Code of Conduct to all suppliers and service providers.
 - c. MPM goes beyond regulation by asking if its suppliers pay living wage and asking them to work towards other labour practices including employment contracts for all employees, overtime wages along with local social and environmental work.




6. MPM is committed to working to maintaining B Corp Status which it has held since 2021. B Corp Certification includes measuring socio-environmental impact including in relation to the ethical supply chain.
7. MPM's board of directors regularly discuss and agree MPM's internal key performance indicators in respect of ESG compliance which includes complying with modern slavery legislation and best practice.
8. Our suite of procedures are designed to:
 - a. Establish and assess areas of potential risk in our business and supplier chains;
 - b. Monitor potential risk areas in our business and supply chains;
 - c. Eliminate the risk of slavery and human trafficking occurring in our business and supply chains; and
 - d. Provide adequate protection for whistleblowers.

Training

9. We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. This includes annual employee training in this area. Employees must identify and report any potential breaches of this Statement.
10. MPM employees have benefited in numerous ways from the B Corp commitments. For all MPM offices (in the UK, USA, China & Australia) we have, or will shortly be implementing, 'staff culture books' detailing MPM's policies and procedures, as well as rights and benefits of employees. HR processes and policies are set out with regards to internal MPM guidelines and meet current legislation within each country.

Sign off

11. This statement is made in pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes MPM's slavery and human trafficking statement for the financial year ending 31st December 2023.
12. This statement was approved by MPM's Board of Directors on 24th Feb 2024.

Signed: 
Name: Julian Bambridge
Chief Executive Officer
For and on behalf of MPM Products Limited
Date: 21st Feb 2024

