

# Moose statement of Modern-Slavery and Transparency in Supply Chains for financial year 2021-2022

This statement is made by Moose Enterprise Pty Ltd, an Australian incorporated company (ACN 092 667 055); Moose Enterprise (INT) Pty Ltd, an Australian incorporated company (ACN 132 345 218); Moose Toys Ltd, a private company registered in England and Wales with registered company number 1606138; and Moose Toys LLC, a company incorporated under the laws of the State of Delaware (company number 201811410654) (collectively, “Moose”). This statement outlines the steps Moose has taken during 2021-2022 to eliminate slavery and human trafficking in its operations and supply chain as required by the UK Modern Slavery Act 2015, Australian Modern Slavery Act 2018 and California Transparency in Supply Chains Act.

## About Moose

Moose is an innovative and award-winning manufacturer and distributor of toys for girls and boys.

Our brands include: Shopkins™, Treasure X™, Heroes of Goo Jit Zu™, Kindi Kids™, Little Live Pets™, Scruff-a-Luvs™, Legends of Akedo™ and Magic Mixies™.

Moose employs over 500 employees in eight countries. Moose’s head office is in Melbourne, Australia and it has offices in Los Angeles, UK, France, Hong Kong, Shenzhen and Vietnam. Moose sells its toys in over 100 countries.

For further information you can visit us at [www.moosetoys.com](http://www.moosetoys.com)

## Risks and Actions

Our toys are manufactured by third party manufacturers. This has been identified by Moose as a potential modern slavery risk.

Moose is committed to doing business with suppliers who demonstrate high standards of ethical business behavior and conduct business fairly, openly and honestly. We strive to ensure that there is no modern slavery or human trafficking in our supply chain or any part of our operations. We expect all partners in our supply chain to maintain a supply chain that is free from slavery and human trafficking.

The main ways we take to reach these goals include:

### 1. Supplier Verification Process and Audits

We value the importance of responsible sourcing and select suppliers in our manufacturing and distribution chains that align with our business values through a thorough due diligence process. We visit each factory prior to engagement to ensure compliance with anti-slavery requirements and require each factory to have ethical

certifications provided by independent third parties (e.g. ICTI and BSCI) (please see paragraph 2 below).

We require our suppliers to agree to certain contractual requirements with regards to responsible sourcing and anti-slavery compliance, including for example compliance with our Ethical Sourcing Policy and anti-slavery legislation, the requirement for suppliers to keep certain records and the right for Moose to periodically audit a supplier's records and premises.

As part of our supplier management process, we have a constant physical presence on the ground in the jurisdictions within which our suppliers operate, with offices in Hong Kong and Vietnam. We make visits (which may be unannounced) to our factories to ensure compliance with their contractual obligations, including in relation to anti-slavery compliance, and seek to identify and address any potential violations.

## **2. Supplier Certification**

As a condition of doing business with Moose we have certain expectations of our suppliers, including but not limited to:

- compliance with all laws and regulations applicable to the industry within which they operate;
- a commitment to comply with our policies, including our Ethical Sourcing Policy;
- compliance by our manufacturers with the International Counsel of Toy Industries (ICTI) Ethical Toy Program and/or Business Social Compliance Initiative (BSCI) Code of Conduct, which outlines business practices for the lawful, safe and ethical operation of toy factories (<https://www.ethicaltoyprogram.org/en/>); and
- our manufacturers must be ICTI Ethical Toy Program and/or BSCI certified.

## **3. Company mandated policies**

We have policies in place that each of our suppliers are required to comply with, including our Ethical Sourcing Policy and our Whistleblowing Policy.

Our Ethical Sourcing Policy sets out Moose's expectation for its suppliers with respect to workplace health and safety and human rights compliance. The terms of our Ethical Sourcing Policy extend not only to our suppliers' own operations and production facilities, but to their upstream material and component suppliers, their subsidiaries and subcontractors as well. Furthermore, our suppliers are not permitted to subcontract without our consent. Our Ethical Sourcing Policy includes specific requirements to address key risks of forced labor and Moose reserves the right to cease doing business with any suppliers that are unwilling to comply with this policy.

Our Whistleblowing Policy provides suppliers with a mechanism to raise any issues or concerns, confidentially or anonymously, that they believe do not fit with Moose's

ethical or legal standards. Moose strongly encourages its employees and suppliers to report any improper conduct, whether actual or suspected.

Our policies expressly prohibit our suppliers from utilizing any forced or compulsory labor and accordingly, we expect our suppliers to remediate indicators, if any, identified.

#### **4. Internal Accountability standard and procedures**

We expect all Moose employees, suppliers and contractors to comply with our Ethical Sourcing Policy and to act responsibly and ethically throughout their engagement by Moose. We investigate any issues that arise and take the appropriate action to address those issues, including termination of employee and/or supplier and/or contractor agreements, if necessary.

#### **5. Training**

Moose recognises the importance of responsible sourcing training, particularly for certain stakeholders within its business operations, being those individuals that oversee our factories and those involved in supply chain decision making. The education and enhancement of knowledge of such stakeholders is fundamental to fully integrating labour compliance and social responsibility into all purchasing decisions, and in an effort to build a more responsible supply chain. Moose encourages continuous responsible sourcing training and development. Moose's head office, including its People and Culture team, oversees all HR and training and development in our Hong Kong, Shenzhen and Vietnam offices.

In the last financial year, Moose has assessed the effectiveness of the abovementioned actions that it takes to address modern slavery risks in its operations and supply chain by:

- Routinely monitoring our third party manufacturers to confirm compliance with anti-slavery requirements, including site inspections and reviewing third party audit reports (e.g. ICTI and BSCI);
- All our contracts with third parties (including third party manufacturers, suppliers and service providers) contain contractual requirements ensuring they comply with modern slavery legislation. Failure to do so provides immediate grounds for termination; and
- Continually reviewing our policies and procedures to identify new modern slavery risks and assess ways to mitigate such risks.

This statement is made in consultation with Moose Enterprise Pty Ltd, Moose Enterprise (INT) Pty Ltd, Moose Toys Ltd and Moose Toys LLC.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 and the California Transparency in Supply Chains Act 2010 and constitutes Moose's slavery and human trafficking statement and Modern Slavery Statement, respectively, for the financial years ending 5 April 2022, 30 June 2022 and 31 December 2021, respectively.

This statement was approved by the board of each of Moose Enterprise Pty Ltd, Moose Enterprise (INT) Pty Ltd, Moose Toys Ltd and Moose Toys LLC, respectively on 22 December 2022.

A handwritten signature in black ink, appearing to read 'Manny Stul', written in a cursive style.

Manny Stul, Director  
Moose Enterprise Pty Ltd, Moose Enterprise (INT) Pty Ltd, Moose Toys Ltd and Moose  
Toys LLC  
Date: 22 December 2022