

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

Modern slavery is a terrible crime and a morally reprehensible act – one that Haier Smart Home UK & I Ltd. takes a zero-tolerance approach to.

Modern slavery deprives a person's liberty and dignity for another person's gain and is a real problem for millions of people around the world.

Every company is at risk of being involved in this crime through its own operations and its supply chain. At Haier Smart Home UK & I Ltd, we are fully committed to preventing slavery and human trafficking in all business decisions.

We have taken steps to tackle modern slavery, as outlined in our statement, which sets out actions that we have taken to understand all potential modern slavery risks related to our business.

PREVENTING SLAVERY AND HUMAN TRAFFICKING

We aim to prevent slavery and human trafficking in our operations by:

Encouraging all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation in accordance with our Whistleblowing policy. We provide confidential helplines to protect the identity of any whistle-blowers. These numbers are **0207 404 6609** and **0800 0121 700**.

Encouraging employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing our supply chain.

OUR BUSINESS AND SUPPLY CHAINS

Our business and supply chains Hoover Limited is a distributor of electrical household appliances in the UK.

We establish a relationship of trust and integrity with all of our suppliers, which is built upon mutually beneficial factors. Our supplier selection includes due diligence of the supplier's reputation, respect for the law and compliance with health and safety standards.

We would never work with a supplier that had any allegations of human trafficking/slavery activities, but if we were to suspect any supplier of engaging in this crime, we would act immediately and report it to the authorities.



SUPPLIER DUE DILIGENCE

We conduct due diligence on all new suppliers during on-boarding, as well as monitoring existing suppliers. This includes assessing risks in the provision of particular services.

We expect all suppliers to comply with the following:

- Do not use any form of forced, compulsory or slave labour
- All employees work voluntarily and are entitled to leave work
- Provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- Do not require employees to post a deposit/bond and don't withhold their salaries for any reasons
- Do not require employees to surrender their passports or work permits as a condition of employment

AWARENESS

We have raised awareness of modern slavery issues by displaying posters across our facilities and via internal communications that is focused specifically on modern slavery, which explains:

- What modern slavery is
- Our commitment in the fight against modern slavery
- Red flags for potential cases of slavery or human trafficking
- How employees should report suspicions of modern slavery

TRAINING

In addition to the awareness programme, Hoover Limited issues training to all employees which covers:

- understanding the historical origins of slavery
- understanding the international legal framework prohibiting slavery
- understanding the concept of modern slavery and its various forms

MEASURING HOW WE'RE PERFORMING

We have defined a set of key performance indicators and controls to combat modern slavery and human trafficking in our organisation and supply chain. These include:

- All employees completing our internal on-line training
- Measuring how many suppliers have completed our ethics questionnaire by using survey monkey

This statement covers 1 April 2023 to 31 March 2024 and has been approved by the Chief Executive of Haier Smart Home UK & I Ltd.

Signed

Dated

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