

Modern Slavery Statement 2020 for Moonpig.com Limited



Modern slavery, including all forms of slavery, servitude, forced and compulsory labour and human trafficking, is an abhorrent abuse of human rights.

Moonpig is committed to ensuring full respect for the human rights of anyone working for us in any capacity and we take a zero tolerance to modern slavery in our business operations and supply chains.

Our business and supply chains

At Moonpig our mission is to help people connect and create moments that matter. We are a technology platform at heart, but our customers know us as the leading eCommerce destination for greetings cards, gifts, and flowers. The key to our success is the way we use data to make the art of choosing, creating, and personalising the perfect card and gift effortless, yet incredibly thoughtful. And our aim is to create a personalised experience that not only delivers for the receiver, but for the sender as well.

All our key third party outsourcers and logistics providers are based in the UK. Our main supply chains relate to:

- Technology services for our ecommerce platform
- Logistics and outbound shipping services
- Paper and other materials used in the fabrication of greeting cards
- Gifts purchased for resale

What we've done

When we hire new people, we take them through a thorough recruitment process that includes immigration checks to safeguard against people being trafficked or forced to work against their will.

We have trained 100% of our staff and contractors to understand the risks of modern slavery and human trafficking in our supply chain.

Our people have access to an external Whistleblowing service to report any legal or ethical breaches, including those relating to modern slavery. We have committed to investigating any reports of suspected modern slavery in our business or in that of any of our suppliers.

We have created an Anti-Slavery and Human Trafficking Policy which confirms our zero-tolerance approach to modern slavery and applies to all persons working for us or on our behalf in any capacity.

We have formed a dedicated Procurement function with responsibilities that include ensuring adherence to supply chain ethics.

Since our last annual Modern Slavery Statement, over 500 of our suppliers have signed contracts containing robust anti-modern slavery obligations, including all new suppliers. We also require all new suppliers to submit an anti-modern slavery self-assessment.

What we are going do next

During 2021 we will roll-out our new Supplier Code of Conduct to all new partners and to all existing suppliers at the time of contract renewal. We will also continue the ongoing roll-out of contractual modern slavery commitments across our entire supplier base.

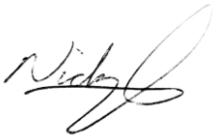
We will put in place a third party tool for auditing supply chain ethics and sustainability.

We will implement a KPI based monitoring of the effectiveness of our policies and processes to prevent modern slavery.

Modern Slavery Statement 2020

This is Moonpig's second statement published in accordance with the Modern Slavery Act 2015 and outlines our approach and work undertaken during the financial year ending 30 April 2020.

This statement was approved by the Board of Moonpig.com Limited on 14 January 2021.



Nickyl Raithatha
CEO and Director
14 January 2021