

Modern Slavery and Human Trafficking Statement

(made and published pursuant to the UK Modern Slavery Act 2015)

Introduction

SharkNinja is a highly innovative pioneer and market leader in the design, manufacture, distribution and sales of small household cleaning and kitchen appliances. SharkNinja is committed to the premise of breakthrough thinking in every aspect of its business. SharkNinja is a fast-growing, entrepreneurial company with a mission to positively impact people's lives every day in every home around the world.

This is our 6th published Modern Slavery Statement.

Organisational structure

SharkNinja Europe Limited is the European Headquarters for the retail of Shark and Ninja household appliances both online and in stores. Registered in England and Wales with company number 08492819, located at 3150 Century Way, Thorpe Park, Leeds, West Yorkshire, LS15 8ZB, SharkNinja Europe Limited is part of the SharkNinja global group that along with the Joyoung brand make up JS Global Lifestyle Company Limited, based in Hong Kong and listed on the Hong Kong Stock Exchange.

The SharkNinja global group employs approximately 2,700 people globally and has operations in Australia, Canada, China, France, Germany, Italy, Hong Kong, Japan, South Korea, Spain, Thailand, the United Kingdom, the United States, and Vietnam. SharkNinja Europe Limited employs approximately 450 people in the UK. Our global supply chain extends across 14 countries and territories; with approximately 46 tier one suppliers, whom we would consider to be key suppliers.

Our approach to slavery and human trafficking

SharkNinja opposes modern day slavery or human trafficking in any form and has strong measures in place to ensure that there is no modern slavery or human trafficking in its supply chains or in any part of its business.

Shared core values are at the heart of the SharkNinja business: they define who we are, how we work, what we believe in, and what we stand for. We understand the fundamental importance of ethical trading and are committed to earning the respect of our personnel, customers, and suppliers worldwide.

This statement is made to affirm our commitment to upholding basic human rights and prohibiting forced or involuntary labour in the production of Shark and Ninja products.

All personnel are expected to comply with our approach. We expect our business operations, our people and every company that we work with to conduct business ethically and legally throughout our global organisation.

Our supply chains

SharkNinja sources critical components from China, Hong Kong, Thailand and Vietnam. We seek to only deal with reputable suppliers who share our zero-tolerance approach in respect of human rights including welfare, trafficking and slavery. We therefore include in our first-tier supplier agreements a code of conduct that specifically requires respect for the human rights of workers and the prohibition of forced and/or child labour.

In addition, SharkNinja regularly conducts internal social compliance audits with first-tier suppliers. These audits include assessing employee labour, workers' pay, working hours, benefits and rights; in addition to environmental management and workplace safety. During these audits, randomly selected workers are interviewed to assess their voluntary employment, their employment freedom and ensure they hold identification documentation, along with other legal requirements.

SharkNinja also requires first-tier suppliers to conduct audits of their suppliers. These audit reports are then made available to SharkNinja for review.

Supplier adherence to our values

SharkNinja has zero tolerance for slavery and human trafficking. To ensure all contractors and those in our supply chain comply with our values, all suppliers are required to read and acknowledge our policies. We include human rights, anti-child labour and anti-slavery provisions in our standard supplier terms and conditions around the world. Within our supply chains, we request annual compliance certifications from counterparties and educate personnel on how to identify and deal with any potential modern slavery issues.

Training

We expect a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and from our employees. During the onboarding process, we deliver social compliance awareness training to all first-tier supplies, defining our expectations of them in relation to modern slavery and human rights. We further expect our people to apply ethical standards in their day-to-day business and report any issues of concern on a confidential or anonymous basis at any time, using our externally operated Ethics and Compliance Hotline if preferred. These expectations are underpinned by Employee

Handbooks, Company Policies and the Company Code of Ethics, that are applicable and available to all our employees.

Continuous Improvement

SharkNinja Europe Limited has seen year on year growth in the UK. We remain committed to ensuring our integrity is not compromised as our business evolves and continues to bring new innovative products to market. We will continue with this focus throughout our supply chain over the next financial year.

Since our previous Modern Slavery statement, we have significantly enhanced our Vendor and Customer On-boarding processes to use the latest due diligence technology to vet and monitor all our commercial partners for violations of law or our company policies.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2022.

Tom Brown

President, Shark Ninja Europe

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For and on behalf of SharkNinja Europe Limited

Dated: 30 June 2023

Approved by the Board of Directors on June 2023