

## **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 4th 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 2,400 people globally and has operations in Canada, China, France, Germany, Hong Kong, Japan, Thailand, United Kingdom, United States and Vietnam. SharkNinja Europe Limited employs approximately 400 people in the UK.

### **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.

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 shared with SharkNinja to 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.

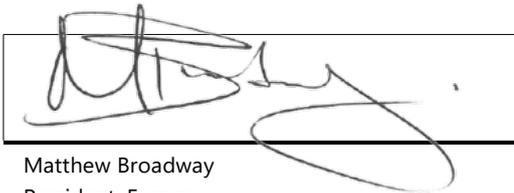
## **Training**

We expect a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and from our employees. Our first-tier suppliers receive social compliance training that includes prevention of forced or slave labour. 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. These expectations are underpinned by Employee Handbooks and Company Policies 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. Despite the challenges of the global pandemic, over the past year we have maintained and enhanced our focus on regulatory and social compliance in our factories and we will continue with this focus throughout our supply chain over the next financial year.

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 2020.

A handwritten signature in black ink, appearing to read 'Matthew Broadway', is written over a rectangular box. The signature is fluid and cursive, with a large loop at the end.

Matthew Broadway  
President, Europe

For and on behalf of SharkNinja Europe Limited

Dated: June 30, 2021

Approved by the Board of Directors in June 2021