Company Disclosure

Modern Slavery Act Statement 2016

Introduction
Natural Products Limited takes its social responsibilities very seriously and conducts its business in accordance with its core values of integrity, respect, commitment and creativity. Nevertheless, business practices can always be improved and we are therefore committed to understanding more about modern slavery and improving our practices to ensure that slavery and human trafficking are not present in our business or supply chain.

Organisation Structure and the business
Natural Products Limited is headquartered in London, U.K. with a sales office in the USA.

With over 25 years’ experience, Natural Products is a fizzing hub of marvellous ideas, on trend, that are set to surprise and delight. We pride ourselves in offering innovative and entertaining gift solutions for any moment. Our product categories range from Party & Drinking, Beauty & Fashion, Novelty, Games & Gadgets, and Stationery & Craft.

Our Supply Chains
We work directly with manufacturers in the Far East and Europe.

We have adopted a risk-based approach to the assessment of our business and supply chain, which has involved taking geographical, industry and market factors into account in order to identify categories of supply that may present a higher risk of modern slavery being present. We are focusing our attention on suppliers in these categories areas initially, though any resulting policy changes will extend to the whole business.

Our Policies on Slavery and Human Trafficking
We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business, to comply with the UK Modern Slavery Act 2015.

Due Diligence Processes for Slavery and Human Trafficking
We communicate internally with our employees through our policies and procedures which are available in our staff Employee handbook.

We issue a Code of Practice to all Far East manufacturers enforcing the importance of control and supervision in their work environment.

We have a robust Vendor audit process in place that explores forced labour and potential slavery within the Supply Chain.

Where possible we build long standing relationships with our vendors to make clear our expectations of business behaviour.

We will introduce the following procedures:

Encourage the reporting of concerns and the protection of whistle blowers.

Review and assess existing suppliers, and in particular their sourcing policies in key risk areas.

Review the existing Supplier Code of Conduct to ensure it remains an effective tool in areas of the business where a modern slavery risk is identified.

Key Performance Indicators
We use the following key performance indicators (KPI’s) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains

- Use of labour monitoring and payroll systems within HR
- Third Party Factory Audits in the Far East
- NPW Compliance visits to the Far East several times a year to conduct our own audits versus our code of conduct.

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 2016 - 2017

Timothy J. Wright
Chief Executive Officer, 2016