



**2023-2024**

## **Modern Slavery Statement**

We are committed to combating modern slavery and human trafficking in all its forms. We recognise our responsibility to uphold high ethical standards across our operations and supply chains. This Modern Slavery Statement outlines our ongoing efforts to identify, prevent, and address any risks of modern slavery within our business and supply chains.

### **Our Business**

Omlet is a leading provider of innovative pet products and accessories, dedicated to enhancing the lives of pets and their owners. It is in our nature to continuously ask questions and challenge the status quo. Our commitment to integrity, transparency, and social responsibility underpins everything we do.

### **Our Policies**

We have implemented robust policies and procedures to prevent modern slavery and human trafficking within our organisation, including:

**Supplier Code of Conduct:** We require all our suppliers to adhere to our Supplier Code of Conduct, which explicitly prohibits the use of forced labour, child labour, and any form of human trafficking.

**Supplier Due Diligence:** We conduct due diligence assessments on our both potential and existing suppliers to evaluate their compliance with our standards and identify any potential risks of modern slavery.

**Employee Training:** We provide training to our employees to raise awareness of modern slavery risks and equip them with the knowledge and tools to identify and report any concerns.

**Employment Policies:** We have policies that protect our employees from unfair treatment and promote a fair and inclusive workplace.



**Recruitment:** We conduct robust recruitment processes in line with relevant employment laws.

**Compensation:** Market-related pay and rewards are reviewed annually.

**Wellbeing:** Our Wellbeing Policy and initiatives support our employee's physical and mental wellbeing and lifestyle choice.

### **In Summary**

We are committed to ensuring that modern slavery and human trafficking have no place in our supply chains or business. We work closely with our suppliers and internal team to promote ethical practices and continuous improvement in labour standards. We regularly monitor and assess our supply chains to identify any instances of modern slavery or human trafficking. We will take prompt action to address any breaches of our policies.

A handwritten signature in black ink, appearing to read "James Tuthill".

**James Tuthill**  
Director  
Omlet Ltd