



BRANDCANDY

*make your mark. get set. go.*

## INTRODUCTION

THIS STATEMENT IS MADE ON BEHALF OF BRANDCANDY PURSUANT TO THE MODERN SLAVERY ACT 2015 AND COMPRISES OUR SLAVERY AND HUMAN TRAFFICKING STATEMENT IN RESPECT OF THE FINANCIAL YEAR ENDING 12/31/21.

## OUR BUSINESS

BRANDCANDY IS A SMALL MARKETING FIRM THAT PROVIDES BRANDED MERCHANDISE TO HELP ORGANIZATIONS PROMOTE THEIR BRAND. WE HAVE ONE EMPLOYEE AND OPERATE IN NORTH AMERICA FROM OUR FRANKLIN, TENNESSEE OFFICE.

OUR PRODUCT RANGE IS COMPRISED OF AROUND 75% HARD GOODS, FOR EXAMPLE DRINKWARE, WRITING INSTRUMENTS, STATIONERY, OFFICE PRODUCTS AND TECH ACCESSORIES, AND 25% SOFT GOODS, INCLUDING APPAREL, BAGS, TOWELS AND BLANKETS.

CURRENTLY, BRANDCANDY HAS ONE EMPLOYEE.

## OUR SUPPLY CHAIN

WE ARE ACUTELY AWARE THAT OUR SUPPLY CHAIN IS LONG AND OFTEN COMPLEX, EXTENDING FAR BEYOND OUR DOMESTIC SUPPLY BASE.

BRANDCANDY OUTSOURCES ALL PRODUCT MANUFACTURING AND MOST PRODUCT DECORATION/IMPRINTING. OUR TIER 1 SUPPLIERS ARE PREDOMINANTLY DOMESTIC, (USA, CANADA, UK, EU). THESE SUPPLIERS TYPICALLY TAKE CARE OF OVERSEEING THE MANUFACTURE, IMPORTING, INVENTORY MANAGEMENT AND IMPRINTING OF THE PRODUCT WITH OUR CUSTOMER'S LOGO, NAME OR MESSAGE, ENABLING BRANDCANDY TO SHIP CUSTOMIZED ORDERS ON A DAILY BASIS.

OUR DOMESTIC TIER 1 SUPPLIERS, IN TURN, PURCHASE MOST OF THEIR BLANK INVENTORY FROM TIER 2 MANUFACTURERS OF THE BASE PRODUCT WHO MAY BE LOCATED AROUND THE GLOBE. CHINA AND THE USA REPRESENT THE DOMINANT COUNTRIES OF TIER 2 MANUFACTURE, TOGETHER ACCOUNTING FOR AROUND 75% OF OUR PRODUCTS. PRODUCTS MAY ALSO ORIGINATE IN CENTRAL AMERICA, SOUTH AND EAST ASIA, AND A SMALL AMOUNT FROM AFRICAN MARKETS.

FURTHER DOWN THE SUPPLY CHAIN ARE TIER 3 SUPPLIERS WHO ARE GENERALLY RAW MATERIAL SUPPLIERS, COMPONENT MANUFACTURERS OR PROCESS SPECIALISTS, E.G. DYE HOUSES.

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

GENERALLY, OUR SOCIAL AND ETHICAL POLICY STATEMENT REFLECTS OUR OVER-RIDING COMMITMENT TO ACTING ETHICALLY AND WITH INTEGRITY IN ALL OF OUR BUSINESS RELATIONSHIPS.

SPECIFICALLY, OUR AIM IS TO GUARD AGAINST THE OCCURRENCE OF MODERN SLAVERY OR HUMAN TRAFFICKING IN ANY PART OF OUR BUSINESS OR AT ANY LEVEL IN OUR SUPPLY CHAIN THROUGH THE COMMUNICATION OF OUR EXPECTATIONS, THE IMPLEMENTATION OF APPROPRIATE PROCEDURES AND THE OTHER ACTIONS THAT WE TAKE.

DESPITE OUR BEST INTENTIONS AND THE STEPS THAT WE TAKE, A POSSIBILITY REMAINS THAT WITHOUT OUR KNOWLEDGE AND CONSENT CERTAIN FACTORS MAY COMPROMISE OUR ABILITY TO MITIGATE AGAINST THE RISK OF SLAVERY OR HUMAN TRAFFICKING OCCURRING AT SOME LEVEL IN OUR SUPPLY CHAIN. WHEN ANY SUCH CIRCUMSTANCES COME TO OUR ATTENTION, WE WILL TAKE PROMPT AND DECISIVE ACTION WITH A VIEW TO REMEDIATING THE SITUATION AS A FIRST PREFERENCE, WHILST ULTIMATELY BEING PREPARED TO TERMINATE THE OFFENDING SUPPLY RELATIONSHIP IF NECESSARY.

### WHAT ARE WE DOING?

IT IS OUR VIEW THAT THE RISKS OF MODERN SLAVERY, HUMAN TRAFFICKING AND RELATED SOCIAL ISSUES INCREASE THE FURTHER THAT WE GO BACK IN OUR SUPPLY CHAIN. THIS VIEW IS BASED ON THE US STATE DEPARTMENT'S TRAFFICKING IN PERSONS ASSESSMENTS.

WE HAVE ADOPTED AND IMPLEMENTED A PPAI SUPPLY CHAIN CODE OF CONDUCT TO ADDRESS THE RISK OF MODERN SLAVERY, HUMAN TRAFFICKING AND BROADER CORPORATE AND SOCIAL RESPONSIBILITY PERSPECTIVES. THIS CODE OF CONDUCT IS IN LINE WITH INTERNATIONAL LABOUR ORGANIZATION PRINCIPLES AND THE FAIR LABOR ASSOCIATION'S CODE OF CONDUCT.

### AWARENESS

WE ANTICIPATE THAT OUR AWARENESS REGARDING MODERN SLAVERY AND HUMAN TRAFFICKING WILL CONTINUE TO BE REFINED AND EXPANDED IN 2021 AND BEYOND.

### RESPONSIBILITY

RESPONSIBILITY FOR OVERSEEING AND IMPLEMENTING OF THE CONTENTS OF THIS STATEMENT RESTS THE OWNER AND DIRECTOR OF BRANDCANDY.