

SharkNinja Modern Slavery / Transparency in Supply Chains Act Statement for Fiscal Year 2023

Introduction

This statement is made pursuant to section 54(1) of the United Kingdom (UK) Modern Slavery Act 2015 for SharkNinja Europe Ltd and the California Transparency in Supply Chains Act for SharkNinja Midco LLC. This statement is for the period from 1 January 2023 to 31 December 2023 unless indicated otherwise.

About SharkNinja

SharkNinja is a diversified, global product design and technology company, creating 5-star rated lifestyle solutions through innovative products and great service for our consumers. Headquartered in Needham, Massachusetts, United States (US), the business comprises two trusted, global billion-dollar brands: Shark and Ninja. SharkNinja's product portfolio spans 31 household subcategories, including cleaning, cooking, food preparation, home environment and beauty. In July 2023, SharkNinja spun off from JS Global Lifestyle Company Limited to become an independent public company, listed on the New York Stock Exchange.

Our Supply Chain

We have a global Tier 1 supplier base that provides goods and services from finished product to information technology equipment to marketing support. Our finished products are manufactured by original equipment manufacturers (OEMs) in China and Southeast Asia - including Vietnam, Malaysia, Thailand and Indonesia. Fifty percent of the volume is produced by OEMs the company has worked with for over a decade.

Purpose, Values, and Commitment

At SharkNinja, our mission is to positively impact people's lives, every day, in every home around the world. We seek to ensure the safety, wellbeing and human rights of those in our supply chain. We expect our business operations, our people and every company with which we work to conduct business ethically and legally, and we are committed to respecting and promoting human rights in the production of Shark and Ninja products. We have zero tolerance for slavery and human trafficking. Our expectations are detailed in our [Supplier Ethics Policy and Supplier Code of Conduct](#) and require ethical business practices and respect for the human rights of all workers in our supply chains.

Verification and Certification of Product Supply Chains

We seek only to deal with reputable OEMs that share our values and principles with respect to human rights, including our zero-tolerance policy as to human trafficking and slavery. As part of the contracting process, all OEMs must read and acknowledge our Supplier Code of Conduct, which strictly prohibits the use of human trafficking and slavery. OEMs also must communicate these requirements to their suppliers of component parts and materials and monitor their compliance with our Supplier Code of Conduct.

Internal Accountability

Governance of social compliance within our value chain is overseen by our social compliance team, which is responsible for audit oversight and compliance with the Supplier Code and other relevant policies. The team reports progress and any issues to our global compliance team.

When associates join SharkNinja, they are required to complete trainings on our [Code of Business Conduct and Ethics](#) and Conflicts of Interest Policy, as well as annual anti-harassment training. Our Code of Business Conduct details our commitment to ensuring that all contractors and those in our supply chain reflect our values, including zero tolerance for slavery and human trafficking. It also encourages associates to report any suspected misconduct to leadership or through our ethics and compliance hotline, a comprehensive and confidential reporting tool.

Supplier Training and Capacity Building

When onboarding new OEMs, we deliver social compliance awareness training, which sets our expectations for social compliance and must be completed prior to beginning production of our products. Where deficiencies exist, we support OEMs in developing compliant policies and programs.

We proactively engage with OEMs on issues of social compliance. In March 2023, we held a SharkNinja social compliance summit for our Chinese OEMs in order to raise awareness of and ensure compliance with our Supplier Code of Conduct requirements. We held a similar summit in June 2023 with our Southeast Asia OEMs. OEMs were asked to confirm alignment of their social compliance policies and programs with our requirements, provide greater visibility into their factory social compliance management systems and cascade our Supplier Code of Conduct to their component suppliers.

Auditing

We leverage a combination of internal and third-party audits to monitor social compliance of our OEMs. We regularly conduct internal social compliance audits, which include assessing employment status, pay, working hours, age, benefits and workplace safety. During the audits, randomly selected workers are interviewed to assess their voluntary employment, employment freedom and to ensure they hold identification documentation, along with other legal requirements.

Since our previous Modern Slavery Act statement, we've started to require each OEM facility to be annually audited by a third-party using the Sedex Members Ethical Trade Audit (SMETA) protocol. OEM

enrollment in Sedex will continue in 2024. Using Sedex, we will be able to review performance across our supplier base to identify strengths and gaps in vendor performance.

Based upon findings from the internal and external audit reports, we may require a Corrective Action Plan (CAP) with a timeline for implementing necessary changes. Depending on the severity of the non-compliance, sanctions can include business reductions, suspensions, financial penalties and termination. We track OEMs' efforts to resolve non-compliances to ensure that corrective actions are taken within specified timeframes.

UK Modern Slavery Act Signature

In accordance with the UK Modern Slavery Act, this 2023 Modern Slavery Statement was approved by the directors of SharkNinja Europe Ltd.

SharkNinja Europe Ltd is the European Headquarters for the retail of Shark and Ninja household appliances both online and in stores. SharkNinja Europe Ltd is registered in England and Wales with company number 08492819, located at *1st/2nd Floor Building 3150, Thorpe Park, Century Way, Leeds, England, LS15 8ZB.*



Tom Brown
Director, SharkNinja Europe Ltd
President, UK & Europe SharkNinja, Inc

For and on behalf of SharkNinja Europe Limited
Dated: 28th June 2024

Approved by the Board of Directors, 28th June 2024

This is our 7th statement in response to UK's Modern Slavery Act.