THE CAMBRIDGE MASK GROUP

VOLUNTARY SLAVERY AND HUMAN TRAFFICKING STATEMENT

2020
Cambridge Environmental Solutions Limited is making a voluntary modern slavery and human trafficking statement relating to section 54 of the United Kingdom's Modern Slavery Act 2015 on behalf of all members of The Cambridge Mask Group.

The Cambridge Mask Group opposes slavery and human trafficking in all its forms and makes this statement:

- to convey its values and commitment to ethical trading and its stance against slavery and human trafficking
- to set out the steps it has taken, or will take, to ensure that there is no slavery or human trafficking in its business or in its supply chains
- to promote awareness of the prevalence of Modern Slavery and educate our colleagues, customers, manufacturers, suppliers and distributors on the issue.

What is Modern Slavery?

"Modern slavery is the severe exploitation of other people for personal or commercial gain. Modern slavery is all around us, but often just out of sight. People can become entrapped making our clothes, serving our food, picking our crops, working in factories, or working in houses as cooks, cleaners or nannies." – Anti-Slavery International (https://www.antislavery.org/slavery-today/modern-slavery/)

The Cambridge Mask Group

Cambridge Mask is a leading international provider of face masks which have been sold into over [70] countries.

We are a privately owned business with offices in the United Kingdom, Hong Kong and Indonesia. Many of the management team and our shareholders are resident in, or come from, the United Kingdom so we believe that it is appropriate for us to follow the high standards set by the United Kingdom in this area.

The founder and Chief Executive Office, Christopher Dobbing, founded the Cambridge Mask Co in 2015 after moving to Beijing, China in 2012 to work in education. Seeing many local children getting sick from the severe air pollution there, he set out to help families get the protection they badly needed to stay safe by developing an efficient mask with high technology filters.

In 2019, The Cambridge Mask Group was a small business with a global turnover of just a few million dollars. The COVID pandemic has escalated our turnover significantly. The Cambridge Mask Group has become a significant operator in the face mask business which will give it greater leverage than before.

Our supply chains are mainly made up of the following:

- we have sourced the key activated carbon cloth through our exclusive and long standing supply arrangement with a manufacturer in the north of England and are confident that they operate in a manner consistent with our policies
- in 2019, we set up our own manufacturing facility in Batam, Indonesia where we now directly employ approximately 40 people, supported by a ‘back office’ in eastern Indonesia employing another 20-30 people. We ensure that all employees are treated in a manner consistent with our policies

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historically, we used China based manufacturers LiXia Medical but, with the huge volume increases for our masks, we have begun transition to a new manufacturer which has been used by a number of well known international groups. Although our relationship is in the early stages, we are confident that their practices are consistent with our policies. We will build in proper monitoring and audit processes to ensure that this is the case.

Our Commitment to Ethical Trading

The Cambridge Mask Group is committed to ethical trading principles and to acquiring goods and services without harm to others. With the increased size of our business, we have recently hired a Director of People and Culture based in Indonesia, who will be responsible for developing our policies and monitoring our compliance with these principles.

Due Diligence and Risk Assessment

We are aware that the products we manufacture and sell carry a risk of Modern Slavery. To help identify and monitor this risk in our supply chain, The Cambridge Mask Group will:

- rigorously vet suppliers and sub-contractors with regular checks and audits, to ensure that they are committed to ethical labour practices
- include anti-slavery and human trafficking provisions in contracts with our suppliers.

The Cambridge Mask Group does not employ contract workers or use "zero-hours contracts" for its workforce.

Effectiveness in Combating Slavery and Human Trafficking

The Cambridge Mask Group uses the following key performance indicators to measure how effective we have been at ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains:

- 100% - the percentage of suppliers and sub-contractors vetted for ethical labour practices
- TBC - the number of inspections of direct suppliers and sub-contractors in our supply chains in the past year
- 0 - the number of reported breaches of our practices in the past year
- TBC – the percentage of staff receiving training on identifying and addressing the risk of slavery and human trafficking in our business and supply chains
- 100% - the percentage of staff given anonymous surveys focused on their satisfaction with their work and their understanding of the definition of Modern Slavery.

Training and Company Policies

To ensure a high level of understanding of the risks of Modern Slavery and human trafficking in our supply chains and our business, we already provide and, with our rapid growth, will upgrade our training to our staff. With our enhanced business position, we will also require our business partners to provide training to their staff and suppliers and providers.

We will also develop our policies for recruitment, procurement, whistle-blowing and other similar matters, to make explicit reference to Modern Slavery. As part of that, we will consider an appropriate operating procedure, if we find victims of Modern Slavery, for supporting those victims.
COVID-19

The Slave Free Alliance has commented:

"Many sectors that are in high demand due to COVID-19 will be struggling to deal with the workload and pressure they are facing. Serious organised crime groups will take advantage of the disruption and urgency these businesses are feeling, knowing that agencies and recruiters might potentially use shortcuts to speed up the recruitment process. These groups will potentially push forward victims of forced labour into these opportunities, as they know there will be reduced checks."

The Cambridge Mask Group recognises that its business has been a fortunate beneficiary of the effects of COVID-19. As a responsible corporate citizen, we have not taken advantage of the demand for our face masks to increase prices as we try to increase our production levels. We will also ensure that our commitment to our principles set out in this Statement is not compromised by the increased demands on our supply chains.

Further Steps

At the end of 2020, we will review the effectiveness of the steps we have been taking to ensure that there is no slavery or human trafficking in our supply chains.

The Cambridge Mask Group intends to take the following further steps in 2021 and after to combat slavery and human trafficking:

- to ensure our newly recruited Supply Chain Manager takes a leading role in promoting awareness of Modern Slavery within our organisation and throughout our supply chain
- to create a range of social media posts and blogs on Modern Slavery to promote the work of charitable groups such as Bright Future (https://snowdropproject.co.uk) and The Slave Free Alliance (https://www.slavefreealliance.org/)
- to apply to join the Supplier Ethical Data Exchange (SEDEX) (https://www.sedex.com/about-us/) and the Business Social Compliance Initiative (BSCI), to allow us to assess our supply chains more effectively.

This voluntary slavery and human trafficking statement was approved by the Board of Cambridge Mask Environmental Services Limited on 28 July 2020.

Stephen Bottomley
General Counsel & Director