



MODERN SLAVERY TRANSPARENCY STATEMENT

This is the annual statement of the Living Style Group affiliates Whalen LLC, Whalen Limited, True Innovations & Design (USA) LC, ClickDecor.com, and Living Style (Singapore) Pte. Limited (collectively “Living Style”) in respect to their financial year ending 31 December 2019. This is a slavery and human trafficking statement prepared and published pursuant to the Modern Slavery Act of 2015.

The Living Style Group is headquartered in Hong Kong. The Living Style Group remains committed to designing, developing, manufacturing, and selling quality products that are produced under ethical conditions that protect worker rights and safety. Derived from the policies, standards, and conventions of the United Nations (UN) and the International Labor Organization (ILO), as well as other leading independent standards, the Living Style Group Code of Conduct defines requirements that partner factories must meet, and these requirements ensure that worker rights, safety, and security are maintained. Practices related to human trafficking, physical or verbal abuse, sexual abuse, restricted freedom of movement, passport and personal document control, excessive or forced overtime, child or prison labor, failure to pay adequate minimum or overtime wages, and many other aspects related to worker welfare are all addressed in the Code of Conduct. Our Compliance program is an extensive global program of internal, third-party, and customer-driven audits and training activities at our partner factories that ensure that product and social compliance issues are reviewed and addressed throughout our supply chain.

In 2019, Living Style completed over 1,400 man-days of internal or third-party social audits and training at Suppliers who supply products to Living Style customers worldwide. Living Style works with Suppliers to correct violations rather than immediately terminate the relationship, focusing on continual improvement and training of these Suppliers on proper practices. Corrective Action Plans are developed by the Suppliers and tracked by Compliance personnel to ensure the corrections have been put in place. However, if a Supplier fails to make satisfactory progress in addressing audit violations, Living Style will cease its business relationship with that Supplier.

The Living Style Group, through its affiliation with the Fung Group of companies, is a signatory to the American Apparel and Footwear Association (AAFA) Commitment to Responsible Recruitment. The Living Style group has agreed to incorporate principles of Responsible Recruitment into its Code of Conduct, and report on actions to embed Responsible Recruitment in policies and procedures through sustainability reporting and legally required modern slavery disclosure statements. In 2020, the Living Style Group will be rolling out a comprehensive program related to Responsible Recruitment to all partner factories worldwide.

The Living Style Group Compliance team is responsible for training all company employees regarding mitigating the risk of slavery and human trafficking throughout our supply chain. Training materials are provided to Living Style employees and Suppliers in multiple countries and languages. In addition, Living Style conducts seminars with its partner factories to review product and social compliance issues, including issues related to slavery, human trafficking, child labor, prison labor, and other compliance issues. The Living Style Group also provides access to e-learning to Suppliers on responsible recruitment and human trafficking through the Fung Group compliance program.

For additional information regarding the Living Style Group’s program, or for anyone who is aware of violations to our Code of Conduct, please feel free to email Compliance@LivingStyle.com.