



Modern Slavery Act Statement 2015 2023-2024

Goliath is one of the few remaining family-owned global toy and game companies. We are international manufacturer and distributor of a broad range of toys and games. While having offices in more than a dozen of countries and doing business in more than 100 countries, it is extremely important for us to act with integrity and in accordance with all applicable laws.

At Goliath, we treat others as we would want to be treated: with respect and dignity. Goliath does not allow any form of abusive or unacceptable conduct, such as harassment, intimidation or conducting business under the influence of alcohol or illegal drugs.

Goliath uses a select number of experienced factories with a long-established working relationship to manufacture our products. We ensure that the factories we use operate to high standards of ethical practice. Our preferred ethical audit program is [ICTI Ethical Toy Program](#). Goliath ensures that all manufactures of our distributed products have valid social and ethical audits such as ICTI, Ethical Trading Initiative (ETI), SEDEX, BSCI or equivalent. This is to ensure that they follow codes of practices with regards to the below areas:

- Employment Practices, including but not limited to contracts, underage worker, recruitment and Migrant workers
- Working Hours, including but not limited to workers taking breaks, working hours and overtime hours
- Compensation including but not limited to fair wages, benefits, deductions and payroll.
- Disciplinary Practices such as training in and implementation of fair disciplinary procedures
- Forced and Prison Labour ensuring that all workers are of their own free will.
- Discrimination and abuse, ensuring that all workers are treated respectfully and not subjected to any discrimination or abuse.
- Health and Safety, ensuring that all workers have access to a healthy and safe environment whilst at work.

We closely monitor the performance of our supply chain to ensure the quality of the product is maintained and to measure the ethical audit ratings. Every third-party ethical audit carried out on our factories is appraised and approved by our expert teams.

Employment Policies:

Goliath's employment policies ensure that all employees have the legal right to work and that they can choose to work freely. We do not accept forced, bonded or child labour and expect our suppliers operate to the same standards. Our reliance on audits and visits ensures that this is the case.



Internal Compliance Portal

Goliath is steadfast in its commitment to act with integrity and in accordance with all applicable laws and social values. To achieve this, we have established clear policies and procedures that underline the importance of integrity and compliance. Through these measures, Goliath maintains a workplace that is ethical, transparent, and committed to protecting the rights and dignity of all individuals.

Code of Conduct:

Goliath has its own Goliath Code of Conduct that applies to the entire Goliath Group. The code of conduct covers areas such as:

- Anti-Corruption and conflicts of interest
- Health and Safety
- Equal opportunities

Progress 2023-2024 financial year:

Goliath updated the General QA Manual, to cover our ethical policies and requirements on suppliers regarding modern day slavery. This is sent out to all factories producing our products as well as third party suppliers we are purchasing items from. They are required to sign and acknowledge these policies.

Next Steps

Goliath strives to improve in all areas of its business to ensure that we are at the leading edge of the toys and games industry. Goliath do continually review the relationship with suppliers and aim to work with them to conduct Modern Slavery risk assessments within their own supply chains, implement appropriate controls to prevent Modern Slavery and notify Goliath immediately if they become aware of any Modern Slavery within their supply chains.

Goliath are developing an advanced supplier scorecard which will provide metrics to help identify higher risk suppliers and as a result additional support and due diligence can be focussed.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Goliaths slavery and human trafficking statement for the financial year ending March 2023.

Signed by: Jochanan Golad

Position: CEO

Dated: 30 October 2023

A handwritten signature in black ink, appearing to read "J. Golad", is positioned below the typed name.