



The Pampered Chef, Ltd

FY 2024 Forced Labour in Supply Chain Report

May 31, 2024

Section I: Structure, Activities and Supply Chain

The Pampered Chef, Ltd (herein referred to as “Pampered Chef”) is a multinational corporation devoted to enriching lives, one meal and one memory at a time through empowering mealtime wins in every kitchen. Founded in 1980 by Doris Christopher from her kitchen table, Pampered Chef has expanded to operate in the United States, Canada, Germany, Austria, and France.

Organizational Structure

Pampered Chef operates under a chain of command line of authority, departmentalized to support the conducting of day-to-day operations.

Employee Headcount

Global (excluding Canada): 304

Canada: 2

Other Entities

While Pampered Chef operates under our name in all regions in which we conduct business, local entities are established in accordance with all relevant laws and regulations. The entities do not undertake any actions/responsibilities associated with the overall Pampered Chef supply chain.

Austria: The Pampered Chef - Österreich GmbH

Canada: The Pampered Chef-Canada Corp.

France: The Pampered Chef - France

Germany: The Pampered Chef – Deutschland GmbH

Partner Organizations

Pampered Chef is a fully owned subsidiary of Berkshire Hathaway Inc. More information regarding our parent company and other related companies can be found on their webpage:

<https://www.berkshirehathaway.com/>

Activities and Supply Chains

As a multinational corporation, Pampered Chef's supply chain activities take place on a global scale with fourteen countries of origin on our products as of this report. A full list of locations

Production

Production of Pampered Chef's products currently takes place in fourteen countries (see full list under "Locations of Operations" below). While Pampered Chef continues efforts to diversify our supply chain, the majority of our items are produced in the United States and China.

Design/Engineering

Design and engineering are principally conducted in the United States at our Headquarters in Addison, IL. Additional engineering support is provided by additional Pampered Chef employees in China as well as our suppliers in the country where manufacturing takes place.

Quality Assurance

Quality Assurance (QA) is principally conducted in the United States at our headquarters in Addison, IL. Additional QA is provided by Pampered Chef employees in China, supplier QA employees where manufacturing takes place, as well as third party accreditors/QA such as SGS.

Logistics

Logistics functions are principally conducted in the United States. As a B2C business, all orders are fulfilled out of our Addison, IL facility for North American distribution and Ridderkerk, Netherlands for EU Distribution. The logistics requirements for each item will vary based on its origin and destination but primarily consist of a combination of ocean transit via full container loads (FCL) arranged by our freight forwarders (also known as NVOs/NVOCCs) or trucking providers.

Canadian Supply Chain

As Pampered Chef does not currently produce goods nor operate a distribution center in Canada, our Canadian supply chain is currently limited to final mile delivery of parcels. All parcels for the Canadian market originate at our Addison, Illinois distribution center and cross the Canadian border via our trucking partners to Purolator distribution centers for final mile delivery.

The particular goods imported into Canada, such as type and volume can vary greatly based upon consumer orders, not anticipated demand, but will generally consist of all items currently listed in our catalog or on our website (<https://www.pamperedchef.ca>). Given the wide offerings in the catalog, it is impossible to go into full detail in this report, but the types of items can be generally divided into several categories with a few examples:

Cookware/Bakeware – Pots, Pans, baking sheets, pizza stones

Small Appliances – Stand Mixers, Air Fryers, Blenders, slow cookers and grills.

Kitchen Tools: kitchen knives, spatulas/other utensils, garlic presses, and storage solutions.

Pantry – Consumables such as spice mixes, bread mixes and sauces.

Imports will occasionally also include items outside our normal consumer facing catalog in the following categories:

Consultant supply: Receipt booklets, catalog packs, and other paperwork items.

Consultant Incentive Gifts: Pampered Chef branded items such as travel mugs, porch signs, welcome mats and more.

Locations of Operation

Distribution Centers:

EU Distribution: Ridderkerk, Netherlands

North American Distribution: Addison, Illinois, United States of America

Production: While Pampered Chef continues to diversify its production, below is the current list of countries in which manufacturing is undertaken.

Countries of Origin		
China	South Korea	Turkey
Czech Republic	Sweden	United Arab Emirates
France	Switzerland	USA
Germany	Taiwan	Vietnam
Indonesia	Thailand	

Section II - Policies and Due Diligence

As a subsidiary of Berkshire Hathaway, Pampered Chef takes its responsibility for responsible business conduct seriously and has embedded it into our policies and supplier manuals. Additionally, all Pampered Chef employees are beholden to the Code of Business Conduct and Ethics and Prohibited Business Practices Policy of Berkshire Hathaway. This code of conduct and policy are available for viewing by the public: <https://www.berkshirehathaway.com/govern/govern.html>

Pampered Chef's suppliers are sent copies of the Berkshire Prohibited Business Practices Policy and are also required to acknowledge receipt and adherence with the contents.

Internal Implementation/Training

Training on business conduct and ethics is conducted annually through a third-party platform that ensures all Pampered Chef employees have copies of the policies. Berkshire Hathaway will also, periodically, send out brochures related to its Code of Business Conduct and Ethics with a non-affiliated third-party number for reporting any ethics violations/concerns anonymously.

External (Supplier) Implementation

Suppliers are provided with copies of Pampered Chef's supplier manual that covers their responsibilities to Pampered Chef prior to producing our products. The supplier manual covers requirements related to social and environmental compliance, including the right for Pampered Chef to audit our supplier's offices, factories, and sub-suppliers. Suppliers are held to all applicable federal, state, and local regulations, including the following areas:

- Child Labor
- Involuntary Labor
- Coercion and harassment
- Nondiscrimination
- Health and Safety
- Wage and hour regulations
- Environmental protections

Pampered Chef requires an audit to be conducted prior to working with Pampered Chef, dated no earlier than 24 months prior, from a third-party independent auditor. Pampered Chef provides suggested auditors that meets its requirements including the following:

- SGS
- Bureau Veritas
- Intertek

Additionally, Pampered Chef staff frequently travel to our various factories and supplier offices are highly encouraged to report any areas of concerns to our Quality Assurance department who will review with relevant stakeholders to determine next steps.

Section III – Forced Labor and Child Labour Risks

While Pampered Chef has not detected any occurrences of forced labour or child labour in its supply chain, Pampered Chef acknowledges that risks of their introduction into the greater Pampered Chef supply chain could exist in the future, particularly when diversifying production to new countries or new suppliers.

Activities

Pampered Chef undertakes a number of activities each year in the course of general business to prevent child labour and forced labour from entering its supply chains. This includes, but is not limited to, the following activities:

- Supply Chain Mapping
- Internal risk assessment
- External risk assessments
- Prioritization exercises based on risk assessments
- Requiring anti-forced labour and anti-child labour contract clauses and codes of conduct
- Third Party Auditing
- In Person site visits/monitoring

Results

After mapping our supply chain and conducting additional risk assessments, the focus of which is based on the United States Department of Labor (DOL) report on the “List of Goods Produced by Child Labor or Forced Labor”, we have determined there is no current risk associated with our supply chain due to a combination of factors:

- Product Type: Limited number of products associated with DOL’s list of concern.
- Factory location: Most of our factories are located outside areas of concern for forced/child labour. Frequent Pampered Chef employee presence at factories in China – in some cases daily presence- further reduces this risk.
- Manufacturing Processes: Items are not made with labor intensive manufacturing or assembly processes.

While we our efforts have resulted in supply chain risk to forced labour or child labour, we have expanded risk assessment efforts have extended to checking upstream suppliers – specifically the sources of steel and aluminum in our metal products and cotton in our textiles. Mill Test Certificates are kept on file for our steel products to determine origin while the cotton used in our products has been traced to confirm that it is not from the Xinjiang Uighur Autonomous Region or the Gansu province.

Future Plans

As our supply chain continues to evolve, Pampered Chef is committed to continuing to strengthen our risk assessments through continued factory and sub supplier auditing and material origin tracing, in addition to ongoing methods to enhance the mapping of our supply chain and targeted risk assessments based on industry best practices and targeted areas of enforcement identified by federal agencies as having elevated risk of introducing child labour or forced labour into the supply chain.

Section IV – Remediation Measures

As Pampered Chef does not carry a risk of forced labour or child labour being used in our supply chain, we consider this section regarding remediation measures to be non-applicable. Pampered Chef is, however, currently considering remediation measures to preemptively implement and will include any such remediation measures in our FY 2025 report as applicable.

Section V – Remediation of loss of income

As Pampered Chef's supply chain does not carry a risk of forced labour or child labour being used in our supply chain, we consider this section regarding remediation measures to be non-applicable. Pampered Chef is, however, currently exploring loss of income remediation measures to preemptively implement and will include any such updates in our FY 2025 report as applicable.

Section VI – Training

Given the importance of combatting forced and child labor, Pampered Chef conducts a combination of semi-formal training courses and provides periodic awareness notifications via email to employees. This training is provided to specific employees with a focus on sourcing and quality assurance personnel given the frequency of their interactions with and visits to factories where Pampered Chef goods are manufactured. This training typically takes place over the course of an hour with time for discussion.

Design

Pampered Chef's training content was developed internally and is primarily focused on identifying signs of child and forced labour at our manufacturing partner's facilities and their subcontractors and empowers employees to report any suspected instances of forced/child labour or general concern for factory employee well-being/safety.

Training Topics include the following but is conducted as a dialogue to encourage thoughtful conversations on preventing and identifying forced and child labour.

- Defining Modern Slavery
- Indicators of Forced Labor
- Overview of Forced Labor Legislation
- Internal Reporting Requirements

Future Training Development

Pampered Chef is looking to enhance its training over the course of the next year, both to expand the scope to more employees and ensure it keeps up with all developments in helping to identify forced/child labour and, to the greatest extent possible, other forms of modern slavery. To this end, Pampered Chef is currently exploring trainings developed by external organizations with a specialty in this field that will include a quiz-based assessment to ensure employees fully understand the material that is presented. Any changes made to the training will be documented on the FY 2025 report.

Section VII – Assessing Effectiveness

Supplier Review

Pampered Chef regularly conducts Supplier Reviews through a scorecarding mechanism on the basis of a variety of factors, including adherence to all social and environmental requirements in our supplier manual. To date, no incidents of forced labour or child labour have been reported by our auditors, on-site personnel, or the factories themselves.

Auditing Review

Pampered Chef regularly reviews the results of audits conducted by third-party independent auditing firms in accordance with our supplier manual. Pampered Chef reviews all areas of the provided reports to ensure suppliers are in compliance with our requirements and to identify any areas of concern such as lower scores for factories in certain areas or by type of manufacturing activity taking place. This audit review is used to help gauge past performance as well as targeted areas for enforcement – such as site visits by Pampered Chef employees or additional audits being conducted to ensure compliance with all requirements.

Internal Review

As legislation and various government requirements continue to evolve, Pampered Chef is committed to evolving alongside. In addition to supplier level reviews of effectiveness, Pampered Chef will also review its policies and procedures related to forced labour and child labour on an annual basis, to be completed no later than March 31st of each year beginning with the period ending March 31, 2025.

This review will consist of the following steps, but may expand in scope if any deficiencies are identified:

- Review of prior year scorecards and any associated incidents (if any) of forced labour or child labour
- Review of supplier manual for any necessary changes to supplier requirements as part of annual updates
- Reviewing training for any new content additions based on industry best practices and suggestions from relevant federal agencies/non-governmental organizations (NGOs).
- Reviewing existing policies for any deficiencies or to update in line with industry best practices.