

L.A.B. International Ltd.

MODERN SLAVERY STATEMENT

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that L.A.B. International Ltd take to ensure, as far as reasonably possible, that the business and our supply chains are preventing modern slavery and human trafficking.

Organisation

L.A.B. International Ltd is an experienced and professional black tea trading company with offices in London (UK) and Mombasa (Kenya).

In Mombasa we are one of the major buyers in the weekly Mombasa auction and export in excess of 40 million kilos of black tea per annum.

Structure and operations

The directors of the company work hard to ensure a safe and healthy environment for each and every company employee, as well as for our trading partners. We ensure that all employment laws of the countries in which we operate are adhered to as a minimum and take pride in continually reviewing and raising the standards of the physical, mental, financial and social welfare of our employees. The senior managers of each location are encouraged to act ethically and with integrity in all areas of the business, we do not permit any form of slavery, child labour or forced labour within our business.

Supply chains

The majority of our tea is sourced directly from the weekly auctions in Mombasa, though we also source teas privately from producers throughout East Africa.

The Mombasa auctions are run by the East African Tea Trade Association (EATTA), which is a voluntary membership organisation that promotes the best interests of the trade in Africa. EATTA has been in existence for over 50 years and sets out its own code of ethics that all members commit to in order to uphold the highest ethical, transparent and professional standards. L.A.B. International Kenya Ltd has been a member of the EATTA since 1996 and full details of EATTA code of ethics can be found at www.eatta.co.ke/eatta-membership.

Training & risk assessment

Due to Covid-19 restrictions travel has not been possible during 2020, however directors and managers intend to resume regular insight visits to tea estates owned by different producers, to aid their understanding and monitor the potential risks of modern slavery within our supply chain. As the restrictions are lifted, the company will again encourage some of our customers to take part in these insight visits with a view to providing transparency and understanding throughout the supply chain.

Following the early success of the training programme identified in 2019, all UK staff members have now completed an on-line training course to increase awareness of modern slavery and human trafficking. This training course will now form part of an induction programme for all new employees.

The directors of the company are committed to highlight the issue of modern slavery with our overseas suppliers and clients during face to face meetings over the coming year.

Board Approval

This statement has been approved by the board of directors at L.A.B. International Ltd.

Tresham Graham
Managing Director
14th May 2021