

## **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 organization 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.com/eatta-membership-code-of-ethics](http://www.eatta.com/eatta-membership-code-of-ethics).

### **Training & risk assessment**

To understand and monitor the potential risks of modern slavery within our supply chain, directors and managers continue regular insight visits to tea estates owned by different producers. The company has also encouraged some of our customers to take part in these insight visits with a view to providing transparency and understanding throughout the supply chain.

It was agreed last year that a review of staff training would take place to increase awareness of modern slavery and human trafficking. Following this review an official training programme was identified and successfully completed by a small number of UK employees, this training programme will now be expanded and offered to all employees within the UK.

The directors of the company have 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

12<sup>th</sup> June 2020