

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

With offices in London (UK) and Mombasa (Kenya), the principal activity of the L.A.B. group of companies is the trading of East African black tea in bulk form. The group is also engaged in farming in Southern Europe.

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.

Board Approval

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

T M O Graham

Managing Director

25th September 2018