

# 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 <https://www.eatta.co.ke/eatta-membership/eatta-membership-code-of-ethics>.

### **Training & risk assessment**

As the Covid-19 travel restrictions were lifted during 2021, the company directors and managers were able to resume their visits to a small number of producers and customers, where they were able to raise the concern of modern slavery and advise that the company is looking at ways to monitor the potential risks within our supply chains.

The company has identified an area of potential risk, which has not been considered before, being within the warehouse that supplies our tea storage and blending services. It is important to note that there is currently no suggestion that the warehouse operates in a way that is not fully professional and ethical, but it has been highlighted that the company should expand the focus to supply areas other than tea producers. During 2022 the company commits to investigate this potential risk and will look for ways to monitor this on a regular basis going forward.

The company will also look to find further resources and organisations that will help to maintain and further support our awareness and communications to our staff members, suppliers, and customers, regarding our positive attitude to identify and reduce the risk of any form of modern slavery occurring within our supply chains.

### **Board Approval**

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

Tresham Graham  
Managing Director  
31<sup>st</sup> May 2022