

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

The company previously committed to review the potential risk of modern slavery abuses occurring within supply chain areas such as warehousing. Several resources were identified, including the Stronger Together tool kit for business, resulting in an awareness of the benefits for the company to produce a Supplier Code of Conduct for Ethical Trade.

A Company Code of Conduct has been created and will be presented at a meeting between the senior management of both L.A.B International Ltd and a warehousing supplier in Mombasa. An open discussion and feedback about the potential risks of modern slavery will be encouraged to ensure that our requirements are appropriate and reasonable. The warehousing managers will also be made aware that the company is willing to provide support in identifying and removing any potential risks from their own supply chains.

There will be an internal review to establish how well the Company Code of Conduct has been received, if it is considered to be effective, make any recommended adjustments and determine if this should become a company policy that we ask all suppliers to agree to.

Board Approval

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

Tresham Graham
Managing Director
5th June 2023