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 50 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

During an annual meeting in Mombasa, the newly created Supplier Code of Conduct was presented to a warehousing supplier with our attitude towards modern slavery and the commitment details discussed. The Code of Conduct was very well received, and the warehouse manager showed no hesitation in agreeing to uphold the commitments. In addition to signing the Code of Conduct, the warehouse manager also presented L.A.B. with a certificate of their membership to the United Nations Global Compact, committing them to the Ten Principles, which include taking positive action against the risk of human rights abuses.

Following the positive feedback from the warehousing supplier, the Code of Conduct document was then presented to, and discussed with a producer who supplies the company with private tea from East Africa. Again, the document was well received and there were no queries or concerns raised by the supplier as they agreed to commit to and sign our Supplier Code of Conduct.

The company has recognised that the Supplier Code of Conduct is a useful tool to start a positive conversation with our suppliers about the risks of modern slavery. It also encourages our suppliers to inform us of the steps that they are taking to reduce the risks of modern slavery within their own businesses and supply chains. The directors have agreed to expand the use of the Supplier Code of Conduct document over the next year and hold discussions with more of our existing and potential future suppliers.

Board Approval

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

Tresham Graham

Managing Director

29th May 2024