

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

Being a member of the EATTA and purchasing most of our tea from the weekly auction is considered to be a sensible and appropriate way to promote and secure the highest ethical standards for workers within the tea industry. The EATTA provide communications and news updates to members which show their continued review and action towards improving the tea sector in East Africa.

<https://eatta.co.ke/recent-updates/latest-news/215-strengthening-the-tea-industry-eatta-hosts-uganda-mps-to-deliberate-on-key-matters>

The company has a Supplier Code of Conduct document which is used to open conversations with a small number of suppliers who provide private teas or non-tea related supplies such as warehousing. This document sets out the attitude and commitment of the company towards reducing the risk of modern slavery within our supply chains and the supplier is encouraged to commit to upholding these values by signing the document.

All staff based in the UK office have completed an online training course which aims to help identify and reduce the risks of modern slavery. This training course forms part of the induction process for new employees.

The directors of the company commit to highlight the issue of modern slavery with our overseas suppliers and clients during face to face meetings.

Board Approval

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

Tresham Graham
Managing Director

05th June 2025