

Modern Slavery and Human Trafficking Statement

Financial year ended 30 June 2026

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Richdomar Ltd's slavery and human trafficking statement for the financial year ended 30 June 2026.

Modern slavery is a crime and a violation of fundamental human rights. It takes a number of forms — slavery, servitude, forced and compulsory labour, and human trafficking — all of which involve depriving a person of their liberty in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all of our business relationships.

1. Our organisation and business

Richdomar Ltd was incorporated in 2014 and trades as JustMyLook. We are an online retailer and wholesaler of hair and beauty products, supplying customers in the UK, Ireland and internationally. Our annual turnover exceeds £36 million.

We operate from one site in the UK in West Yorkshire and employ approximately 160 people. Our workforce is a mix of permanent employees and agency workers engaged in our warehouse and fulfilment operation.

Alongside the third-party brands we retail, we have developed our own brands, including Incredilox. Our own-brand product is manufactured in the UK.

2. Our supply chains

Our supply chain has three distinct parts, and our visibility differs in each.

Own-brand product manufactured in the UK. Our own brands, including Incredilox, are manufactured in the United Kingdom. This is the part of our supply chain over which we have the greatest control and visibility, and it sits within UK employment and labour law.

Third-party brands. The majority of the products we sell are finished goods bought from brand owners, authorised distributors and wholesalers. Most are registered in the UK and the EU, and we also buy directly from brand owners in South Korea. In every case our contractual relationship is with the brand owner or distributor rather than the factory, and manufacturing sits one or more tiers beyond them.

Goods and services not for resale. This includes logistics and parcel carriage, warehousing equipment, packaging, IT and professional services, and temporary labour. These suppliers are predominantly UK-based.

Our direct contractual relationships sit at tier 1, and our visibility beyond that varies across the supply base.

3. Our policies

Our supplier terms and purchase conditions contain express prohibitions on the use of forced, compulsory or trafficked labour, child labour, and the holding of any person in slavery or servitude. These terms apply to all suppliers of goods for resale, and to suppliers of goods and services not for resale where we contract on our own terms rather than theirs.

We expect our suppliers to hold their own suppliers to the same standards, and our terms require them to do so.

We are an equal opportunities employer. All of our employees are paid at or above the National Living Wage or National Minimum Wage as applicable, and pay rates are reviewed annually. We verify the right to work of every person we employ, and we retain records of those checks.

4. Risk assessment

Our assessment of modern slavery risk, set out below, is based on sector, geography and labour model. Risk is not evenly distributed across our business.

Higher risk. Manufacturing of the third-party brands we retail, and the raw material and component inputs behind them — including mica, palm derivatives and packaging. This production sits beyond our direct relationships, in markets whose labour standards and inspection regimes vary, and we rely on the brand owners we buy from for assurance over it.

Medium risk. Temporary and agency labour in warehousing and fulfilment, both our own and that of our logistics partners, where workers may be migrant, low-paid and engaged at short notice.

Lower risk. Our UK own-brand manufacturing, our directly employed UK office and management workforce, and our UK professional services suppliers.

We have not identified any actual instances of modern slavery in our business or supply chain during the reporting period, and no concerns have been reported to us. We do not treat the absence of reported cases as assurance in itself.

5. Due diligence

Our due diligence begins at the point of contracting. Suppliers are engaged on terms containing the prohibitions described in section 3, and new suppliers are subject to commercial and financial onboarding checks before we trade with them.

Because we buy finished goods from brand owners and distributors rather than contracting with their factories, our influence over manufacturing conditions is exercised through the brand owners we buy from. Many of the brands we retail are themselves subject to section 54 and publish their own modern slavery statements.

Where a concern is raised with us, our response is to establish the facts, prioritise the safety and interests of the affected worker or workers, engage with the supplier on remediation, and escalate to the Modern Slavery Helpline or the police where appropriate.

6. Training

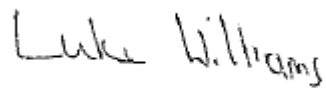
We provide modern slavery and human trafficking awareness training to key staff, including those with buying, supplier management and people management responsibilities. The training covers what modern slavery is and the indicators of it in a workplace or a supply chain. Staff are directed to raise any concern with their line manager.

7. Approval

This statement is reviewed and reissued annually. It was approved by the Board of Directors of Richdomar Ltd on 31/07/26 and is published on our website, and has been submitted to the UK Government Modern Slavery Statement Registry.

I confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink that reads "Luke Williams". The signature is written in a cursive, slightly slanted style.

Luke Williams
Managing Director
Richdomar Ltd
Date: 30/06/26
