

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Organisation Structure and Activities

Reabrook Ltd is an Employee Ownership Trust based in Moira, at the heart of the National Forest. We have over 50 years' experience manufacturing aerosol and liquid chemical products across the automotive, household, industrial, janitorial, and personal care sectors.

We employ approximately 220 people and operate primarily within the UK, supplying products to customers globally. Our end-to-end service includes product development, design, sourcing, manufacturing, quality assurance, and logistics.

We are committed to ensuring that all individuals connected to our business are treated with dignity and respect at all times.

Our Commitment

Reabrook Ltd is committed to preventing modern slavery and human trafficking in all areas of our business and supply chains. The Managing Director acknowledges their responsibilities under the Modern Slavery Act 2015 and is fully committed to identifying, mitigating, and addressing risks.

We do not knowingly engage with, or support, any organisation involved in slavery, servitude, forced labour, or human trafficking.

Policies and Governance

Our commitment is supported by a framework of policies and procedures that are reviewed annually and approved by senior leadership. These include:

- Human Rights Policy
- Whistleblowing Policy
- Anti-Bribery Policy
- Health, Wellbeing and Safety Policy
- Corporate Social Responsibility Policy

We align with the Ethical Trading Initiative (ETI) Base Code and are a registered member of SEDEX (4-pillar). We ensure compliance with all relevant legislation and promote ethical and responsible business practices across our operations.

Due Diligence and Risk Assessment

We take a risk-based approach to identifying and addressing modern slavery within our business and supply chain. This includes:

- Ethical supplier questionnaires covering labour standards, health and safety, and business ethics



- Participation in independent SMETA ethical audits, with results shared via SEDEX
- Ongoing monitoring of labour providers to ensure compliance with legal and ethical standards
- Zero tolerance for any organisation found to be knowingly involved in modern slavery

Supply Chain Management

We are committed to building a transparent and responsible supply chain. Our approach includes:

- Conducting due diligence on all new suppliers and regular reviews of existing suppliers
- Requiring suppliers and contractors to adhere to our ethical standards and complete an Ethical Supplier Questionnaire
- Supporting local sourcing where possible, while managing an international supply chain across Europe and North America
- Maintaining RSPO certification
- Supporting animal welfare, including collaboration with Cruelty Free International
- Ensuring compliance with relevant product regulations, including UK and EU cosmetic regulations where applicable
- Training relevant employees in human rights and supply chain due diligence, including through the Stronger Together initiative

Our People

We are committed to raising awareness of modern slavery and human trafficking among our employees. This includes:

- Participation in the Stronger Together initiative
- Providing training and awareness programmes, including internal communications and video resources
- Developing internal expertise through externally trained employees who share knowledge across the business

Employees are encouraged to report concerns, with protections in place through our whistleblowing procedures.

Continuous Improvement

We are committed to continuously improving our approach to tackling modern slavery through regular policy reviews, enhanced due diligence, and ongoing training. Responsibility for implementation sits with senior management, with oversight from the Board.



This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Reabrook Ltd's slavery and human trafficking statement for the financial year ending 31 December 2025.

This statement has been approved by:

Kat Minshull
Managing Director, Reabrook Ltd

Date: 19th May 2026

