

LANSINOH LABORATORIES

MODERN SLAVERY STATEMENT

For the financial year ending 31 March 2026

- 01 INTRODUCTION**
- 02 SCOPE**
- 03 OUR COMMITMENT**
- 04 ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS**
- 05 GOVERNANCE AND ACCOUNTABILITY**
- 06 DUE DILIGENCE AND RISK MANAGEMENT**
- 07 SUPPLIERS AND BUSINESS PARTNERS**
- 08 TRAINING AND AWARENESS**
- 09 REPORTING, SPEAK-UP AND NON-RETALIATION**
- 10 REMEDY AND CORRECTIVE ACTION**
- 11 EFFECTIVENESS, REVIEW AND REPORTING**
- 12 RELATED POLICIES AND DOCUMENTS**

01 INTRODUCTION

Modern slavery is a criminal offence and a serious violation of fundamental human rights. It takes various forms, including slavery, servitude, forced or compulsory labour, child labour and human trafficking, all of which involve the deprivation of a person's liberty for personal or commercial gain.

Lansinoh is a signatory to the United Nations Global Compact, and our approach is aligned with the UN Guiding Principles on Business and Human Rights and applicable International Labour Organisation (ILO) standards.

The company is committed to respecting and supporting all internationally recognised human rights and to developing a corporate culture that aims to avoid causing or contributing to human rights abuses.

This statement explains the steps we've taken to understand and mitigate modern slavery and human trafficking risks.

Our business strongly believes that everyone we work with and depend upon should be treated with dignity and respect. We are committed to working with our suppliers and others to protect the human rights of the people our business depends upon.

02 SCOPE

As a UK registered business, Lansinoh Laboratories UK is required to publish an annual Modern Slavery Statement under section 54 of the UK Modern Slavery Act 2015.

This statement applies to:

- All employees, directors, officers, agency workers, contractors, interns, and volunteers working for or on behalf of Lansinoh
- All subsidiaries and business activities globally
- All suppliers, contractors, and other business partners throughout our value chain

Compliance with our standards is a condition of working with or for Lansinoh.

We will continue to ensure we achieve compliance with the requirements of the Act and commit to following the publishes guidance and standards of best practice. Our statement will be made available on our website and starting with our 2026 statement will be published on the UK Government Registry available at [Modern slavery statement registry - GOV.UK](#).

03 OUR COMMITMENT

Lansinoh has a zero-tolerance approach to modern slavery and human trafficking. We are committed to:

- Acting ethically and with integrity in all business dealings and relationships
- Respecting and supporting internationally recognised human rights
- Preventing, mitigating, and remediating modern slavery risks in our own operations and supply chains
- Maintaining transparent systems of governance, due diligence, and accountability

04

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

Lansinoh operates within the consumer goods sector, with business operations in multiple countries, including the United Kingdom.

Our supply chains include, but are not limited to:

- Sourcing of raw materials and components
- Manufacturing and OEM production
- Warehousing and logistics
- Distribution and retail

We recognise that modern slavery risks are higher in certain regions, sectors, and commodities, and we take a risk-based approach in managing these risks. We acknowledge that our insights are declining beyond primary suppliers.

05

GOVERNANCE AND ACCOUNTABILITY

Ultimate oversight of human rights and modern slavery risks sits with our Global Leadership Team (GLT) and the Board.

Operational accountability is held by the Global Corporate Planning Department, supported by the multi-disciplinary Human Rights Due Diligence Working Group.

Local leadership teams are responsible for implementing this statement within their areas and ensuring compliance.

DUE DILIGENCE AND RISK MANAGEMENT

Lansinoh identifies and manages modern slavery risks through a formal Human Rights Due Diligence (HRDD) framework, which includes:

1. Risk Identification and Assessment

- Annual human rights and modern slavery risk assessments covering our own workforce and supply chains
- Use of external indices, country risk tools, and commodity-specific data (e.g. Fair Sourcing Toolkit)

2. Risk Prioritisation

- Focus on risks to people, prioritised by severity and likelihood
- Identification of salient modern slavery risks, including child labour, forced labour, recruitment fees, and high-risk raw materials

3. Prevention and Mitigation Measures

- Supplier onboarding and screening
- Mandatory Supplier Code of Conduct
- Social audits and supplier self-assessments
- Corrective action plans where issues are identified

4. Tracking and Effectiveness

- Monitoring progress through defined actions, audit outcomes, and supplier agreement
- Continuous improvement and escalation where risks remain unresolved

07

SUPPLIERS AND BUSINESS PARTNERS

All suppliers and business partners are required to:

- Comply with Lansinoh's Supplier Code of Conduct
- Prohibit the use of forced labour, bonded, trafficked, or child labour
- Ensure workers are employed freely, without recruitment fees or retention of identity documents
- Cascade equivalent standards through their own supply chains

Lansinoh reserves the right to suspend or terminate relationships where serious or persistent breaches of this statement are identified.

08

TRAINING AND AWARENESS

Employees in procurement, supply chain, HR, and other risk-exposed functions receive regular training on modern slavery risks and ethical employment practices. Awareness forms part of onboarding and ongoing compliance communications.

09

REPORTING, SPEAK-UP AND NON-RETALIATION

Lansinoh encourages the reporting of concerns or suspected breaches of this statement. Employees may raise concerns via internal management channels, including through our Speak-Up Desk, or Lansinoh's Grievance & Whistleblowing Policy. External stakeholders, including supply-chain workers, may report concerns through the Pigeon Partners Line.

No retaliation will be tolerated against anyone who raises a concern in good faith.

10

REMEDY AND CORRECTIVE ACTION

Where Lansinoh has caused or contributed to modern slavery impacts, we commit to providing or cooperating in appropriate remediation. Where we are linked to impacts through our business relationships, we will use leverage to seek remedy.

Remedy may include, where appropriate:

- Ending harmful practices
- Reimbursement of recruitment fees
- Improved working conditions
- Compensation or other forms of redress

11

EFFECTIVENESS, REVIEW AND REPORTING

This statement is reviewed at least annually and updated as required to reflect evolving risks, best practice, and regulatory expectations.

Lansinoh monitors the effectiveness of its approach through risk assessments, supplier engagement, corrective actions, training completion and grievance mechanisms. We are planning to onboard a renowned supply chain monitoring tool on a group-wide level in 2027. This will enhance our insights and foster continuous improvement along our supply chain.

12

RELATED POLICIES AND DOCUMENTS

- Human Rights Policy (POL-GBL-CP-002)
- Forced and Child Labour Policy (POL-GBL-CP-006)
- Supplier Code of Conduct (FORM WI-GBL-CP-002-01)
- Human Rights Due Diligence Process (WI-GBL-CP-002)
- Code of Business Ethics and Standards (POL-GBL-CP-011)
- Grievance & Whistleblowing Policy (POL-GBL-CP-022)

Our policies are available upon request.

13

APPROVAL

This statement has been approved by the Board of Lansinoh Laboratories UK Ltd.

Heike Hinrichs

Signed:

Heike Hinrichs

Chief Officer – Global Corporate Planning