

Laleham Health and Beauty Ltd (Laleham)

Modern Slavery Act 2015

Slavery and Human Trafficking Statement for the Year Ended 31 March 2026

1. Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Laleham during the financial year ending 31st March 2026 to prevent modern slavery and human trafficking within our business operations and supply chains.

At Laleham, we are committed to conducting business ethically, responsibly, and transparently. We recognise that modern slavery can take many forms, including forced labour, bonded labour, child labour, human trafficking, withholding of wages or documents, excessive working hours, and exploitation of vulnerable workers.

We maintain a zero-tolerance approach to modern slavery and expect the same standards from all suppliers, contractors, labour providers, and business partners.

This statement also reflects our commitment to responsible business practices in line with the principles of the Sedex Members Ethical Trade Audit (SMETA) methodology and the Ethical Trading Initiative Base Code.

2. Our Business

We are a manufacturer of cosmetics, nutritional and pharmaceutical products in the healthcare sector. Seasonal work is not a feature of the industry in which we operate. More information on our business is available at www.hbilaleham.com

We are part of the Ourvita Group. Ourvita is a global CDMO partner developing and manufacturing advanced food supplements, medical devices, cosmetics, and probiotics, and more.

Ourvita currently has operations across 15 manufacturing facilities (2x USA / 5x UK, 1x Austria, 3x Poland, 2x Italy, 1x Germany, 1x China), 7 countries and employs approx. 3000 employees. Additional information on the Group is available at www.ourvita.com

3. Organisational Structure and Supply Chains

Our business operates out of 3 sites: Alton and Andover in Hampshire and Kirkham in Lancashire, under a single management structure and with a single set of policies. We employ approximately 580 people across these locations.

We only source products from reputable suppliers who are based in the UK and the European Union. We also source a limited number of products from China, Iceland, India, Israel, Mexico, Norway, Switzerland, Thailand, Turkey, Ukraine and the USA.

Our operations include:

- Manufacturing / Distribution
- Warehousing and logistics
- Third-party labour providers
- Domestic and international suppliers

Our supply chain includes suppliers of:

- Raw materials
- Packaging
- Finished goods
- Logistics and transportation services
- Temporary labour and outsourced services

We recognise that some sectors and geographical regions may present a higher risk of forced labour, worker exploitation, or unethical employment practices.

The following table contains a summary of the activities that we consider present the highest risk of slavery and human trafficking in the industries in which we operate, with, in each case, a summary of the steps we have in place to avoid these affecting our activities or our supply chains.

Industry Risk

We source raw materials from overseas suppliers

Steps Taken

The business recognises that there is a risk of exploitation of workers from this part of its supply chain and has robust controls in place to vet suppliers prior to selection.

We use temporary labour in the UK

There is a risk that these employees are exploited by the agency employing them, however we only use large, national, bona fide UK agencies.

4. Our Policies

We maintain policies that support ethical business practices and help mitigate the risk of modern slavery, including but not exclusive to:

Ethical Trading Policy
Whistleblowing Policy
Recruitment Policy
Grievance and Disciplinary Procedures
Equal Opportunities Policy
Health and Safety Policy

Supplier Code of Conduct
Supplier Approval Process
Sustainable Procurement Policy

These policies are reviewed periodically and communicated to relevant employees and suppliers.

5. Risk Assessment and Due Diligence

We assess modern slavery risks as part of our supplier onboarding and review processes. We expect suppliers to operate in line with applicable employment laws and ethical standards.

Our due diligence activities include:

- Reviewing supplier compliance documentation
- Assessing labour practices and working conditions
- Evaluating the use of temporary or migrant labour
- Reviewing supplier audit findings where applicable
- Escalating concerns through internal governance processes

We undertake due diligence measures proportionate to the level of identified risk. Where risks are identified, we work with suppliers to address issues and improve compliance standards.

Where instances of modern slavery or unethical labour practices are identified, Laleham will work collaboratively with suppliers to implement corrective action plans. Where remediation is unsuccessful or breaches are severe, commercial relationships may be suspended or terminated. Where appropriate, affected workers will be supported through appropriate safeguarding and reporting mechanisms.

Employees, agency workers and contractors have access to confidential whistleblowing mechanisms, including Safe Call, without fear of retaliation.

6. Training and Awareness

Relevant employees, including procurement, HR, and operational management teams, receive training on:

- Identifying indicators of modern slavery
- Reporting concerns
- Responsible sourcing expectations
- Ethical recruitment practices. Laleham prohibits the charging of recruitment fees to workers and supports the Employer Pays Principle. Workers shall not be required to lodge deposits or surrender passports or identity documents as a condition of employment.

Training is reviewed periodically to ensure continued relevance and effectiveness.

7. Measuring Effectiveness

We monitor the effectiveness of our approach through:

- Completion of Supplier audits (Where applicable)
- 100% Completion of Supplier approval due diligence assessments
- 100% Completion of Training
- A target of Zero concerns and investigations being identified
- Corrective action tracking through Audit and reporting tools

There were No confirmed incidents of modern slavery identified within any applicable measures during the reporting period 1/4/2025 – 31/3/2026

8. Governance

The senior management team have overall responsibility for ensuring implementation of this statement and biannual (twice-yearly) review of associated risks. This will be reviewed as part of the senior management review process.

The following members of the management team will be responsible for specific implementation or system management.

HR director – Modern Slavery lead & Safe call management contact

Group purchasing manager – Procurement assessment and accountability

Group HSE manager - Escalation governance process & reporting

9. Approval

This statement was approved by the senior management Team of Laleham Health and Beauty Limited on 7th July 2026.

Signed:

A handwritten signature in purple ink that reads "KAGoss".

Kim Goss
HR Director

For and on behalf of Laleham Health and Beauty Limited