

Laleham Health and Beauty Ltd (Laleham)

Modern Slavery Act 2015

Slavery and Human Trafficking Statement for the Year Ended 31 March 2024

1. Our Policy

Laleham is opposed to slavery and human trafficking in any part of our activities or our supply chains. We are therefore committed to ensuring that we have adequate policies and procedures in place to identify and prevent these practices.

We met the turnover threshold applicable under section 54 of the Modern Slavery Act 2015 in the period covered by this statement.

2. Our Business

We are a manufacturer of cosmetics, nutritional and pharma 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.laleham.com.

We are a part of the DCC Group. DCC is a leading international sales, marketing and support services group with a clear focus on performance and growth. Its headquarters are in Dublin, Ireland. It is listed on the London Stock Exchange and is a constituent of the FTSE 100 Index.

DCC currently has operations in 22 countries and employs over 16,000 people. Additional information on the Group is available at www.dcc.ie.

3. Organisational Structure and Supply Chains

Our business operates out of 3 sites, in Alton and Andover Hampshire and Kirkham Lancashire, under a single management structure and with a single set of policies.

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.

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	Steps Taken
We source raw materials from overseas suppliers	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. Policies in Relation to Slavery and Human Trafficking

The DCC *Code of Conduct* sets out our Group's commitment to acting ethically and with integrity towards our employees and in all our business relationships. Specifically, Section 2 of the Code sets out our commitment to fair employment practices and Section 14 of the Code sets out our commitment to preventing, as far as practicable, slavery and human trafficking in our supply chains.

The DCC Group *Supply Chain Integrity Policy* sets out the approach taken by every business in the DCC Group to ensure that all the products we sell meet applicable legal and ethical standards.

In addition, the DCC *Human Rights Policy* sets out DCC's specific commitment to operate to internationally recognised standards of human rights, including in relation to forced labour, child labour and unsafe working conditions.

These documents are available at www.dcc.ie.

Our policy on slavery and human trafficking is set out in Section 1 of this statement.

The requirements of our *Code of Conduct*, *Group Supply Chain Integrity Policy*, *Human Rights Policy* and our own policy are reflected in the more detailed policies and procedures that we have in place in Laleham. These are addressed in more detail in Section 6 of this statement.

5. Due Diligence and Assessing and Managing Risk

As part of our compliance with the policies referred to above, we take the following steps:

- Assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains, including by reviewing, where necessary, the controls that our suppliers have in place and carrying out other suitable checks;

- Monitor potential risk areas in our supply chains on a periodic basis.

6. Assurance and Key Performance Indicators

Responsibility for ensuring that our procedures are adequate and are adhered to in all areas of our activities rests with the directors of Laleham.

We report on compliance with the DCC Group *Code of Conduct and Supply Chain Integrity Policy* every six months.

7. Training and Awareness

In the period covered by this statement 90% employees in our business completed online training on our *Code of Conduct* which covered the protection of human rights, including the prevention of slavery.

We also provide training to relevant employees on supply chain risks, including the risk of slavery and human trafficking at suitable intervals. Our participation in industry associations and our dealings with suppliers also provide information on where slavery and human trafficking risks may arise in the industries where we are active and best practice in avoiding them.

8. Nature of this Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31 March 2024.

This statement has been approved by the board of directors of Laleham.

Tim O'Connor

Tim O'Connor
Managing Director
Laleham Health and Beauty Ltd
12 June 2024