

LALEHAM HEALTH AND BEAUTY LTD (Laleham)

Modern Slavery Act 2015

Slavery and Human Trafficking Statement for the Year Ended 31 March 2018

Our Policy

LALEHAM is opposed to slavery and human trafficking in any part of our activities or our supply chain. 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.

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. Its headquarters are in Dublin, Ireland, is listed on the London Stock Exchange and is a constituent of the FTSE 100 Index.

DCC currently has operations in 15 countries and employs approximately 11,000 people. More information on our divisions is set out below. Additional information on the DCC Group, including our operating model, is available at www.dcc.ie.

Our Structure

Our business operates out of 2 sites, in Alton Hampshire and Kirkham Lancashire, under a single management structure and with a single set of policies.

Our Supply Chains

The large majority of the products we use are sourced 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 and USA.

Our Policies on Slavery and Human Trafficking

The DCC *Code of Conduct* sets out our Group commitment to acting ethically and with integrity towards our employees and in all our business relationships. In addition, the DCC *Group Supply Chain Integrity Policy* sets out the approach taken by every business in the DCC

Group to ensuring that all the products we sell meet applicable legal and ethical standards. Both of these documents are available at <http://www.dcc.ie/responsibility/our-policies>.

Our policy on slavery and human trafficking is set out at the commencement of this statement.

The requirements of our *Code of Conduct*, *Group Supply Chain Integrity Policy* and our own policy are reflected in the more detailed policies and procedures that we have in place in Laleham.

Procedures on Slavery and Human Trafficking

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.

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

Assurance and Key Performance Indicators

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

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 2018.

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



Tim O'Connor
Managing Director
Laleham Health and Beauty Limited
29-5-2018

LALEHAM HEALTH AND BEAUTY LTD

Modern Slavery Act 2015

Slavery and Human Trafficking Statement for the Year Ended 31 March 2017

Our Policy

LALEHAM HEALTH AND BEAUTY LTD IS OPPOSED TO SLAVERY AND HUMAN TRAFFICKING IN ANY PART OF OUR ACTIVITIES OR OUR SUPPLY CHAIN. 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.

Our Business

We are a manufacturer of cosmetic, nutritional and pharmaceutical products in the healthcare sector. Seasonal work is not a feature of the industry in which we operate. Where we use temporary workers we source them from reputable local UK agencies which have been audited by us. More information on our business is available at www.laleham.com.

We are a part of the DCC Group. DCC is an international sales, marketing, distribution and business support services group. Its headquarters are in Dublin, Ireland and it is listed on the London Stock Exchange. DCC currently has operations in 15 countries and employs over 11,000 people. More information on the DCC Group is available at www.dcc.ie.

Our Structure

Our business is comprised of a number of facilities based in Alton and Kirkham.

Our Supply Chains

The large majority of the products we use are sourced from reputable suppliers who are based in the European Union. We also source a limited number of products from the US and the Far East.

Our Policies on Slavery and Human Trafficking

The DCC Group *Business Conduct Guidelines* set out our Group commitment to acting ethically and with integrity towards our employees and in all our business relationships. In addition, the DCC Group *Supply Chain Integrity Policy* sets out the approach taken by every business in the DCC Group to ensuring that all the products we sell meet applicable legal and

ethical standards. Both of these documents are available at <http://www.dcc.ie/responsibility/our-policies>.

Our policy on slavery and human trafficking is set out at the commencement of this statement.

The requirements of our *Group Business Conduct Guidelines*, *Group Supply Chain Integrity Policy* and our own policy are reflected in the more detailed policies and procedures that we have in place in LALEHAM HEALTH AND BEAUTY LTD.

Procedures on Slavery and Human Trafficking

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.

Responsibility for ensuring that our procedures are adequate and are adhered to in all areas of our activities rests with the directors of LALEHAM HEALTH AND BEAUTY LTD.

Assurance and Key Performance Indicators

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

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 2017.

This statement has been approved by the board of directors of LALEHAM HEALTH AND BEAUTY LTD.



TIM O'CONNOR
Managing Director
LALEHAM HEALTH AND BEAUTY LTD
25-5-2017



Laleham Health and Beauty Ltd

Modern Slavery Act 2015 Statement for Year Ending 31 March 2016

Our Policy

Laleham Health and Beauty Ltd is opposed to slavery and human trafficking in any part of our business or our supply chain. We are therefore committed to ensuring that we have adequate procedures in place to identify and prevent these practices.

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

Our Business

We are principally a contract manufacturer of pharmaceuticals and personal care products. 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 an international sales, marketing, distribution and business support services group. Its headquarters are in Dublin, Ireland and it is listed on the London Stock Exchange. DCC currently has operations in 15 countries and employs over 10,500 people. More information on the DCC Group is available at www.dcc.ie.

Our Structure

Our business has two sites, one located at Alton, Hampshire and the second situated at Kirkham, Lancashire.

Our Supply Chains

The large majority of the products we use are sourced from reputable suppliers who are based in the UK and in other parts of the European Union. We also source a limited number of products from outside the EU.

Our Policies on Slavery and Human Trafficking

The DCC Group *Business Conduct Guidelines* set out our Group commitment to acting ethically and with integrity towards our employees and in all our business relationships. In addition, the DCC Group *Supply Chain Integrity Policy* sets out the approach taken by every business in the DCC Group to ensuring that all the products we sell meet applicable legal and ethical standards. Both of these documents are available at <http://www.dcc.ie/sustainability/our-policies.aspx>.

Our policy on slavery and human trafficking is set out at the commencement of this statement.

The requirements of our Group *Business Conduct Guidelines*, Group *Supply Chain Integrity Policy* and our own policy are reflected in the more detailed policies and procedures that we have in Laleham Health and Beauty Ltd..

Procedures on Slavery and Human Trafficking

As part of our compliance with the policies referred to above, we will 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.

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

Training

To ensure a suitable of understanding of the risks of modern slavery and human trafficking in our business and our supply chains, relevant directors and employees in our business will participate in workshops with other businesses in the DCC group over the course of the financial year ending 31 March 2017.

Assurance and Key Performance Indicators

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

We monitor suitable key performance indicators to measure our compliance with our Group and internal policies in this area.

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 ending 31 March 2016.



Tim O'Connor
Managing Director
Laleham Health and Beauty Ltd
15th June 2016