

LBS MODERN SLAVERY STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes LBS Worldwide Ltd and its subsidiaries slavery and human trafficking statement for the financial year ending 31 December 2022.

At LBS we are committed to combatting modern slavery in all its forms. We take a zero-tolerance approach to modern slavery. As part of the Horticulture sector, LBS recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

We aim to employ the highest ethical and professional standards and always to comply with all local laws and regulations applicable to our business; it follows that LBS is absolutely committed to preventing slavery and human trafficking in its corporate activities and supply chains. We conduct all business with integrity and are committed to acting professionally and fairly in all our business dealings and relationships.

Organisational structure and supply chains.

This statement covers the activities of LBS including all of its subsidiaries:

- LBS holds a Risk Register of all operations and regularly reviews this in the context of our supply chain and business operations.
- LBS have based our supply chain risk assessment on the criteria of geographical location, sector and the nature of the product or service involved

Risk assessments: Are developed through consideration of our business activity, markets, and regions that we operate within through our Operations and Compliance functions. We aim to periodically review the effectiveness of the relevant policies and procedures that we have in place.

Training- To better understand and respond to potential slavery and human trafficking risks our employees are given awareness training, and our suppliers are also made aware of our expectations.

Investigations/due diligence: Any known, or suspected, instances of slavery or human trafficking are investigated through our Operations and Compliance functions.

Relevant policies

LBS operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations;

Whistleblowing policy - The organisation encourages all its workers, clients and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, clients or others who have concerns can raise their concerns with their line manager in the first instance. If this channel is not appropriate for any reason, then disclosures should be made to either Human Resources or a Director.

Employee Handbook - The organisation's employee handbook makes clear to employees the actions and behavior expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behavior when managing its supply chain.

Supplier conduct - The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

Recruitment/Agency Workers Policy- LBS uses only specified, reputable employment agencies to source labour and would always verify the practices of any new agency before accepting workers (although in general we do not use agency staff). We use questionnaires and a full employee verification process to ensure that risks of slavery and human trafficking are addressed in relation to agency workers and all new hires.

Due Diligence

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include:

- Mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking, with an aim to create an annual risk profile for each supplier in due course;
- Evaluating the modern slavery and human trafficking risks of each new supplier;
- Asking suppliers to confirm their compliance with our standards and requirements in order to provide products or services to our business.

Awareness-raising Programme

As well as training staff, the organisation has raised awareness of modern slavery issues by distributing flyers to staff, putting up posters across the organisation's premises, and circulating emails to staff. The flyers/posters/emails explain to staff:

- The basic principles of the Modern Slavery Act 2015;
- How employers can identify and prevent slavery and human trafficking;
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and
- What external help is available, for example through the Modern Slavery Helpline.

Details are set out below:

<https://modernslavery.co.uk/contact.html>

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Board Approval

This statement has been approved by the organisation's board of directors and non-executive directors, who will review and update it annually.

Maurice Barker

Managing Director

Date 04/01/2022