



MODERN SLAVERY STATEMENT – ESSENS UK LTD

At ESSENS UK Ltd we are committed to improving our practices to combat slavery and human trafficking.

Modern slavery and human trafficking are abhorrent practices which are still evident in many industries and across international and national borders. We welcome the UK Government's introduction of the Modern Slavery Act 2015 and the requirement on businesses to report on activities taken to combat slavery.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. It sets out the steps Essens is proposing to take year ending November 2019 to prevent modern slavery and human trafficking in our business operations and supply chains.

Organisation's structure

We are a provider of a large portfolio of cosmetic and similar products in the Cosmetics industry. We are a part of the ESSENS GROUP, and our ultimate parent company is ESSENS EUROPE. ESSENS Europe has its head office in the Czech Republic. The Group has over 200,000 employees worldwide and operate in 18 countries.

Our supply chains

Our supply chain includes large and small suppliers providing product ingredients, components and other materials. The majority of suppliers are located within the EU We expect our suppliers to aim for high ethical standards and to operate in an ethical, legally compliant and professional manner by adhering to our contractual commitments. We also expect our suppliers to promote similar standards in their own supply chain.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk;
We are putting in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a rigorous supply chain compliance programme. This consists of: A dedicated team within our Supply Chain to ensure that all reasonable steps have been taken to ensure that we remain fully compliant with our legal obligation at all times.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff however as all of our supply chain is external, we also require our business partners to provide training to their staff and suppliers and provider.

Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

Random spot checks on suppliers to ensure compliance

An annual review of our process and our supplies processes.

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 November 2019, and is agreed by members of the board of directors.

For and on behalf of Essens UK Ltd

Scott Yates – Director

PP, Michael Merta – Director

