



Child Labour and Modern Slavery Statement

20th February 2025

Introduction

This statement outlines Mentholatum's approach to ensuring we are compliant with the UK legislation around the prevention of Child Labour and the awareness of the Modern Slavery Act.

Actions Taken

Risk Assessment: We assess the risk of modern slavery in our operations and supply chains.

Due Diligence: We conduct due diligence on suppliers and business partners to ensure they share our commitment to eradicating modern slavery.

Policies and Training: We have robust policies in place, and our employees receive training to recognise and report signs of modern slavery.

Reporting Mechanisms: We encourage employees, suppliers, and stakeholders to report any concerns related to modern slavery.

Supplier Engagement: We engage with suppliers to promote ethical practices and transparency.

Monitoring and Review: We regularly monitor and review our efforts to combat modern slavery.

Responsibility

It is the responsibility of HR to maintain this policy. We require all of our staff, suppliers, contractors, agents, and all other individuals and businesses with whom we work to comply with this policy and our approach to modern slavery and human trafficking.

Modern Slavery & Human Trafficking

The UK Government enacted the Modern Slavery Act 2015 (the Act) in order to the criminal offences relating to modern slavery and human trafficking. The Act also introduced a requirement for each business to publish an annual statement setting out the steps taken by the business to ensure that modern slavery and human trafficking are not taking place in the business or supply chains.

Our Business and Policy on Modern Slavery and Human Trafficking

Mentholatum UK operates across several countries in Europe, the Middle East, and Africa to support its global customer base. We ensure that we operate ethically in all of our locations, respecting local regulations, and we develop a culture of best practice in operational management, customer responsiveness, as well as ensuring that our approach to health and safety is consistent in all of our operations. In particular, we refuse to tolerate modern slavery and human trafficking occurring anywhere in our supply chains.

We are committed to:

- Only working with suppliers and other business partners who adopt the same ethical standards as we adopt in our business
- Promoting best practice in our procurement processes with the aim of eliminating the risk of modern slavery & human trafficking occurring in our supply chains
- Ensuring that our customers can be confident that the products that they purchase from us are free of the taint of modern slavery & human trafficking
- Ensuring that our HR and Procurement teams have an awareness of the Act and understand their role in supporting our policy on supply chain transparency
- Understanding the heightened risks that may occur in some territories and in relation to some supplies and tailoring our approach accordingly.

Our Policy on Child Labour

We require all of our suppliers to adhere to the standards set out by the International Labour Organisation as regards the employment of children and young people. In particular:

- Children must not be recruited before they have reached the age of completion of compulsory schooling and in any case not before the age of 15
- Those under 18 must not be required to perform hazardous duties.

Remedial Action to be Taken if Child Labour or Modern Slavery has Occurred

If it becomes known to the Company that this policy has been breached, HR will contact the local authorities. The Company shall safeguard the individual until they are placed with suitable carer/social work/police. The Company shall then continue to work with the police and any relevant bodies to ensure the perpetrators are prosecuted in line with local law.

The Company is a corporate partner of Scotland Against Modern Slavery and we would use this connection to notify and seek support from this organisation.

What This Policy Means for Employees

We require all relevant individuals:

- To read and ensure they understand this policy
- To report any behaviour which they believe may breach this policy to an appropriate manager
- To communicate our policy to all relevant colleagues and business partners whenever appropriate
- To ensure they carry out their roles in a way which enables Mentholatum to comply with this policy.

We require all businesses with whom we work:

- To adopt policies and procedures within their own businesses to enable them (and their staff) to comply with this policy

- To ensure that their staff hiring practices (including for the hiring of temporary staff via agencies and similar providers) are designed to establish that all workers are giving their labour of their own volition and are not being controlled by others to any extent
- To adopt policies and procedures in relation to the selection and management of their own suppliers which aim to identify and manage the risks of modern slavery and human trafficking
- To maintain records to enable them to provide us with the information we need to publish an annual supply chain transparency statement
- To monitor the success of the policies and procedures described above in order to constantly raise standards.

Consequences of Breaching This Policy

Any employee who breaches this policy will face disciplinary action which could result in dismissal for misconduct or gross misconduct. This policy does not form part of any employee's contract of employment, and we may amend it at any time. We may terminate our relationship with suppliers and other business partners if they breach this policy.

Review

As part of this policy, we will revisit and review this policy on an ongoing basis to ensure adequacy and compliance.

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 28 February 2025.

It has been approved by the Board and was signed on their behalf by

Linda McColgan

Linda McColgan,
Finance Director.