Modern Slavery and Human Trafficking Statement

For the Financial Year Ending 31 March 2026

This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015. It outlines the steps taken by Herrco Cosmetics Ltd to prevent modern slavery and human trafficking in our business operations and supply chains.

1. Organisation Structure, Business and Supply Chains

Herrco Cosmetics is a UK-based manufacturer of innovative personal care and cosmetic products. From our headquarters and production facility in Suffolk, we serve national and international customers across all sales channels.

Our supply chain comprises:
- Raw material suppliers (e.g., emollients, fragrances, botanical extracts)
- Packaging manufacturers
- Logistics, warehousing, and temporary labour providers

Suppliers are located primarily in the UK and EU, with selected partnerships in Asia and other global markets. Approximately 85% of our suppliers are based in the UK and EU, with the remainder in Asia and North America.

2. Policies and Governance

Our Ethical Business Policy (HR0014) is based on the Ethical Trading Initiative (ETI) Base Code and supports our zero-tolerance stance on slavery and human trafficking. Key principles include:

- Employment is freely chosen
- Freedom of association and right to collective bargaining
- Working conditions are safe and hygienic
- No child or forced labour
- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is allowed.

Oversight of modern slavery compliance is led by our People & Finance, Procurement, and Compliance teams, with strategic review by the Board.

3. Due Diligence

We apply structured due diligence throughout our supply chain to identify and mitigate modern slavery risks. Activities include:
- Supplier onboarding questionnaires and ethical declarations
- Supplier code of conduct agreement
- Risk-based supplier screening and mapping where appropriate
- Audit rights and evidence checks (e.g., right-to-work documentation)
- Regular review of labour agencies and outsourced service providers

We are continually reviewing our current approach to supplier risk evaluation, with the aim of improving how we identify and prioritise suppliers based on ethical risk in the future.

4. Risk Assessment and Focus Areas

Our current risk assessment highlights potential exposure in:
- Sourcing of raw materials with known labour risks (e.g., RSPO-certified palm oil, traceable mica from audited suppliers, and sustainably sourced shea)
- Third-party logistics providers
- Use of temporary and agency labour during seasonal peaks

These areas are prioritised for enhanced review, supplier engagement, and targeted audits. These providers are periodically reviewed for labour standards compliance through contractual clauses and, where appropriate, site visits.

5. Training and Awareness

Training is provided annually via e-learning for People & Finance and Purchasing staff.

6. Reporting and Accountability

No confirmed cases of modern slavery were identified.

7. Measuring Effectiveness

No confirmed cases of modern slavery or human trafficking were identified within Herrco Cosmetics or its supply chain during FY2026. An annual report on modern slavery will be prepared and submitted to the Board annually.

8. Future Commitments

We are evaluating the implementation of enhanced supplier segmentation tools to better identify and manage ethical risks in our supply chain.

In the coming year, Herrco will:

- refresh Modern Slavery e-learning certification for all People & Finance and Purchasing staff
- publish updated supplier expectations via our refreshed Supplier Code of Conduct
- continue to strengthen policy integration into procurement workflows

9. Approval

This statement has been approved by the Board of Directors of Herrco Cosmetics Ltd and will be reviewed annually.

John Wiley
Managing Director

Date: 1 August 2026

The Board reviews modern slavery compliance annually in Q4.