

LANSINOH MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is in response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to the steps Lansinoh has taken to understand and minimise the potential risk of modern slavery in its business and supply chains.

Organisational structure

Lansinoh is a US-based company developing products to support Mothers for nearly 40 years. It has business operations in the United Kingdom. We operate in the consumer goods sector. The nature of our supply chains is as follows:

- Manufacturing (incl. sourcing of raw materials or pre-products) and OEM sourcing
- Transportation
- Warehousing
- Distribution

Our commitment to the principles of the Modern Slavery Act 2015

Lansinoh is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal opportunities' employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our employees. We want all our employees to feel confident that they can expose wrongdoing without any risk to themselves. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion. We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our Policies in relation to the Modern Slavery Act 2015

The following policies are available to all employees through the Lansinoh UK Employee Handbook, The Global Guidebook and the Lansinoh intranet:

- Code of conduct
- Ethics policy
- Human Rights Policy
- Forced and Child Labour Policy
- Whistleblowing policy



- Bullying and harassment policy
- Diversity and inclusion policy
- Recruitment and selection policy

Embedding the principles

We will continue to embed the principles through:

- Providing awareness training to employees on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensuring employees involved in procurement activity are aware and follow the government's modern slavery procurement guidance .
- Ensuring that consideration of the modern slavery risks and prevention are added to Lansinoh's review process as an employer and procurer of goods and services.
- Making sure that Lansinoh's procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.
- Continuing to take action to embed a zero-tolerance policy towards modern slavery
- Ensuring that employees involved in buying or procurement and the recruitment and deployment of workers receive training in modern slavery and ethical employment practices.
- Perform an annual first-tier supplier survey utilising the Self-Assessment Questionnaire provided by the UN Global Compact Network Japan. Our parent company publicly reports about the results (https://www.pigeon.com/sustainability/csr_procurement/).
- Apply for the UN Global Compact Business & Human Rights Accelerator with the aim of implementing a proper Human Rights Due Diligence process.

This statement has been approved by Vanessa Cook, Lansinoh's President of EU and Export, for the financial year ending 31 March 2022.

This Statement will be reviewed and updated every year.

