

Modern Slavery Act Statement for the Ceuta Group Ltd

This statement is issued in accordance with section 54(1) of the Modern Slavery Act 2015 (the “Act”) and sets out the steps that the Ceuta Group (“*Ceuta Holdings Ltd*” or “*Ceuta Group*” or “*we*” or “*us*” or “*our*”) has taken and continue to take to prevent modern slavery and human trafficking from taking place in our operations and supply chain. It relates to the business activity during the financial year ending period 31st March 2023 for Ceuta Holdings Ltd, and all its subsidiaries, building on our commitment to combat modern slavery as set out in our previous statements.

This statement 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 its supply chains or in any part of its business.

Operating Model

Ceuta Group is a global, consumer brand services organisation working with some of the most dynamic businesses in the Health & Personal Care and Food & Drinks industries. Ceuta Group is made up of 13 specialist companies with offices in the UK, Ireland, USA, The Netherlands, and Singapore. From brand strategy development and creative design to channel sales and distribution, right through to influencing consumers and shoppers’ purchase decisions.

Supply Chains

Our key suppliers are manufacturers, logistics, third party marketing and advertising companies, and international alliances who provide distribution sales channels across the world. We are committed to identifying and evaluating our supplier relationships and assess the risks associated with these relationships.

Our exposure to the risk of labour exploitation increases where we engage with third parties, particularly those in high-risk sectors (e.g. transportation, warehousing, manufacturing) and in some countries where human rights are not well protected, the risks are heightened further.

We aim to work with a supply chain that share our values, ethics, and business standards which are set out in our ‘Supplier Code of Conduct.’ To ensure that our supply chain upholds high standards, values, and support for their employees, including support for the Modern Slavery Act 2015 we undertake risk assessments as part of our procurement process.

We are mapping our supply chains to assess industry sector and geographical risk, with a view to obtaining their policies and position relating to Modern Slavery and informing them of our expectations in relation to adherence with all ethical standards and expectations.

We regularly review the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains and implement a continuous improvement plan to combat slavery and human trafficking.

People, Training and Communications

The risk of modern slavery in our directly employed workforce is very low, due to our employees undertaking work in controlled environments where there are established policies and processes.

Our approach to recruitment and selection includes verification of relevant documentation for eligibility to work in the country of employment. We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency before accepting people from the agency.

We are committed to educating and raising awareness of modern slavery with all our colleagues across our business. Our corporate induction for all roles includes mandatory modern slavery training modules through our online platform. There is clear guidance for all employees to follow should they witness or suspect any form of Modern Slavery or Human Trafficking and policies in place to minimise risk.

This Modern Slavery statement has been approved by a member of the Board of Management of Ceuta Holdings and applies to all companies that trade as part of the Ceuta Group.

Signed;

A handwritten signature in dark ink, appearing to be 'Edwin Bessant', with a long horizontal stroke extending to the right.

Edwin Bessant

CEO

Ceuta Holdings Ltd

Date: 14th September 2023