

2020

Modern Slavery Human
Traffic Statement

Slavery & Human Trafficking Statement 2020

- ***Introduction from the CEO of ADA Cosmetics International, Kai Boris Bendix***
- We are committed to improving our practices to combat slavery and human trafficking. We have a code of ethics that focuses upon our respect for human dignity. The ADA group is present in many countries of the world, and we are committed to respecting and promoting internationally recognized standards of human rights, standards for those that work for us and are part of our supply chains and to up keeping social standards.
- We recognize the regrettable fact that many people throughout the world – including children – are forced to work against their will and/or are subject to human trafficking. The ADA group does not tolerate forced or involuntary labour or human trafficking in any of its businesses or supply chains and particularly recognizes the need to keep children free from exploitation, abuse and neglect. The ADA group regards the use of child labour as unacceptable in any circumstances.

Organisational Structure

- We are a manufacturer and supplier in the hotel cosmetics sector.
The Group has over 600 employees worldwide and our group companies operate in over 70 countries throughout the world.
- The Group has a global annual turnover in excess of 36m GBP.

Our business

- Our business is organised into 4 primary business units that serve markets in :
 - Europe;
 - Africa and the Middle East;
 - Asia and the Pacific; and
 - North America



Our Supply Chain

- Our supply chains are headed by our Chief Supply Chain Officer based in Kehl, Germany. Our supply chain offices are in UK, USA, AsiaPac and Czech Republic, these offices manage all of the Global Supply Chain function working and co-ordinating alongside our German HQ.



Our Policies on Slavery & Human trafficking

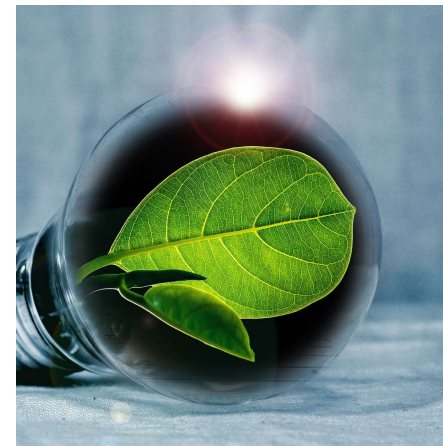
Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have 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 and ethics

- We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics we are working towards rigorous supply chain compliance and we work to always improve and be better in our process and policies.



Training

We aim to bring awareness with regards to slavery, servitude, forced and compulsory labour and human trafficking. The impact can be devastating for the victims. ... Increased awareness and reporting helps law enforcement to tackle the perpetrators of modern slavery as well as protecting victims.

Therefore, we commit to and ensure a high level of understanding of the risks of modern slavery and human trafficking within our supply chains and our business and will provide ongoing training to our staff.



How are we improving?

- We will regularly review our practices and policies to ensure we have the most effective responses to prevent and remediate any negative impact on human rights and prevent all forms of Modern Slavery in our operations and supply chain.
- We are preparing key performance indicators (KPIs) to measure how effective we can be to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains.
- We have set up a committee to ensure we have a Global voice within the ADA world, the committee consists of all areas that help play a part in our fight to diminish as much risk as possible. During the coming year our Committee will work towards improving our policies even further.

How are we improving?

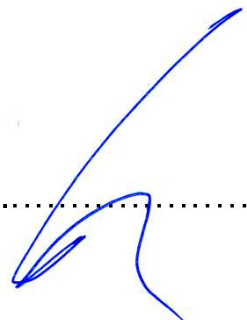
Our mission for 2021 will be:

- More improved Supplier Engagement
 - Creating a Global supporting team
- Assess and address Human Rights in our Operations & Supply Chains
 - Implement responsible sourcing in our Supply Chain
 - Continued Modern Slavery Training for our staff

On behalf of ADA Cosmetics International

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for our financial year which ended on 31st December 2020.

Signed : Date : 23.06.2021.....



Kai Boris Bendix

CEO ADA Cosmetics International GmbH

«*Defining hotel cosmetics.*»