

Potter & Moore PLC

Modern Slavery and Human Trafficking Statement

Financial Year: 1 April 2025 to 31 March 2026

Published pursuant to Section 54 of the Modern Slavery Act 2015

1. Introduction

This statement is made by Potter & Moore PLC on behalf of itself and all its subsidiaries (together, "the Group"), pursuant to Section 54 of the Modern Slavery Act 2015 (Transparency in Supply Chains). It sets out the steps the Group has taken during the financial year ending 31 March 2027 to ensure that modern slavery and human trafficking are not taking place within our business or our supply chains.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The Group has a zero-tolerance approach to any form of modern slavery or human trafficking, and is committed to acting ethically and with integrity and transparency in all its business dealings.

2. Organisational Structure, Business and Supply Chains

Potter & Moore PLC is a company registered in England and Wales and listed on the London Stock Exchange AIM market. Its registered office and Group head office are located in Peterborough, Cambridgeshire, UK. Potter & Moore Innovations Ltd is a wholly owned subsidiary of Potter & Moore PLC.

The Group's principal activity is the manufacture and supply of toiletries, personal care and cosmetic products sold in worldwide markets. Annual Group turnover exceeds £50 million.

Our supply chain is international in scope and includes:

- Raw material suppliers
- Component and packaging suppliers
- Third-party contract manufacturers
- Service providers and subcontractors
- Agency labour providers

Suppliers are located across the UK, the EU, the Far East and other international markets. We recognise that our highest supply chain risks are concentrated in regions outside the UK and EU, where labour standards and regulatory oversight may differ from those applicable in the United Kingdom.

3. Our Policies in Relation to Modern Slavery

The Group maintains a suite of policies and procedures designed to ensure that its business is conducted ethically and transparently. Those most directly relevant to modern slavery and human trafficking are set out below:

1. Anti-Slavery Policy (POL 024) – Sets out the Group's zero-tolerance stance on modern slavery and human trafficking in all forms.
2. Human Rights and Stakeholders Policy (P&P 028) – Identifies the Group's salient human rights issues, recognising that where the risk to people's human rights is greatest, there is also a corresponding risk to the business.
3. Business Practice and Ethics Policy (P&P 029) – Details the Group's core values and commitment to the highest ethical standards in all business activities.
4. Child Remediation Policy (POL 008) – Confirms that the Group will not accept any form of child labour. The Group respects different cultures and values across its operating territories but does not compromise on the fundamental Rights of the Child.
5. Diversity and Inclusion Policy (POL 011) – Sets out the Group's approach to ensuring a workplace free from discrimination.
6. Corporate Social Responsibility Policy (POL 017) – Explains the manner in which the Group behaves as an organisation and the standards expected of employees and suppliers.
7. Anti-Bribery Policy (POL 018) – Confirms that the Group will not tolerate any form of bribery or corruption. All buyers have received training on this policy, which has also been provided to customers and suppliers.
8. Whistleblower Policy (POL 019) – Enables all employees and stakeholders to raise concerns about practices within the business or supply chain, without fear of reprisal.

The Group follows the guidelines of the Ethical Trading Initiative (ETI) Base Code and communicates this commitment to staff, suppliers, customers and other affected parties. The Group is an AB member of SEDEX, and audit reports are available for review by customers and suppliers at any time. Annual SMETA, Ethical and Workplace Conditions Assessment audits are conducted by customers and approved third-party audit companies.

4. Risk Assessment and Management

The Group takes a risk-based approach to identifying and managing the potential for modern slavery and human trafficking in its operations and supply chains.

4.1 High-Risk Areas

Following a review of our business activities and supply chain geography, the Group has identified the following as presenting the highest risk of modern slavery:

- Suppliers located outside the UK and EU, including component, raw material and packaging suppliers, third-party manufacturers, service providers and subcontractors in the Far East and other international markets.
- Use of agency labour within our UK manufacturing operations.

The Group acknowledges that not identifying any risks of modern slavery may reflect insufficient due diligence rather than an absence of exposure. We continue to invest in improving our risk identification processes year-on-year.

4.2 Risk Mitigation

To mitigate identified risks, the Group takes the following steps:

- All suppliers, including those in the UK and EU, are required to complete a Supplier Self-Assessment questionnaire (appendix to SOP QA022 – Supplier Management), which includes a section covering ethical compliance, modern slavery and human trafficking.
- All Far East finished goods and printed goods suppliers are required to hold a current SMETA, BSCI Ethical Audit or Workplace Conditions Assessment audit and, where possible, to be registered members of SEDEX.
- Agency labour providers are audited annually to verify that their Gangmasters and Labour Abuse Authority (GLAA) licence is current and in good standing, that there have been no infringements, and that all agency workers supplied to the Group have the legal right to work in the UK.

5. Due Diligence Processes

The Group operates a formal Supplier Approval Procedure and maintains an approved supplier register. Due diligence checks are carried out on all suppliers and agency labour providers before they are added to the approved supplier or agency provider list, and on a continuing basis thereafter.

Due diligence includes:

- An online search to verify that the organisation has not been convicted of any offence relating to modern slavery or human trafficking.
- Completion of the Group's Supplier Self-Assessment questionnaire.
- On-site audits, where required, conducted by approved third-party auditors, including a review of working conditions.

As part of its contractual arrangements with all suppliers and subcontractors, the Group requires each supplier and subcontractor to confirm that:

- They have taken steps to eradicate modern slavery and human trafficking within their own business.
- No child labour is taking place within their business.
- They hold their own suppliers and subcontractors to account in respect of modern slavery, human trafficking and child labour.
- (UK-based suppliers) They pay all employees at least the National Minimum Wage or National Living Wage, as applicable.
- (International suppliers) They pay all employees any applicable minimum wage in force in their country of operations.
- They understand that the Group may terminate a contract at any time should any instance of modern slavery or human trafficking come to light.

The Group's Anti-Slavery Policy (POL 024) forms part of all supplier and subcontractor contracts. A copy of the policy has been provided to all suppliers and subcontractors, who are required to confirm that no part of their business contradicts it.

Any modern slavery issue identified within our business or supply chain is treated with the utmost seriousness. Incidents are reported to and investigated by Senior Management, including the CEO, Directors and Senior Managers.

6. Collaboration and Partnership Working

The Group recognises that addressing modern slavery effectively requires collaborative action beyond the boundaries of a single organisation. Potter & Moore PLC and its subsidiaries are committed to working with customers, suppliers and other stakeholders to achieve the systemic reform required to combat modern slavery across global supply chains. The Group supports the UN Guiding Principles on Business and Human Rights as a framework for meaningful due diligence.

7. Training and Capacity Building

The Group regularly provides training to employees on modern slavery and related issues. Additional emphasis is placed on training for buying and procurement teams, who are best placed to identify warning signs of modern slavery within the supply chain.

Training is designed to ensure that employees:

- Understand what modern slavery is and how to recognise warning signs.
- Are familiar with the Group's relevant policies, including the Anti-Slavery Policy, Whistleblower Policy and Anti-Bribery Policy.
- Know what steps to take if they suspect that modern slavery is taking place within the Group or its supply chain.
- Feel confident in raising concerns without fear of reprisal, using the Whistleblower Policy (POL 019).

8. Monitoring, Evaluation and Key Performance Indicators

The Group monitors the effectiveness of its steps to address modern slavery through the following key performance indicators:

Right to Work

All employees have been checked and have valid right-to-work documentation on file, duly signed and dated. We can confirm compliance for the financial year to 31 March 2027.

Agency Worker Compliance

All agency personnel supplied to the Group have been checked by their respective agencies to ensure they hold valid right-to-work documentation, signed and dated by the agency. Annual audits of agency providers have been completed, confirming that all GLAA licences are current and no infringements have been recorded.

Supplier Audits

Third-party audits of suppliers have been completed during the year. No irregularities have been identified in the audit period.

Online Supplier Searches

Online searches of suppliers have been conducted. No supplier has been identified as having been convicted of any offence relating to modern slavery or human trafficking.

Reports of Slavery

The Group has received no reports from employees, customers, members of the public or law enforcement agencies indicating that modern slavery or human trafficking practices are taking place within its business or supply chain.

Modern Slavery Statement Registry

In accordance with current Government guidance, this statement has been submitted to the UK Government's Modern Slavery Statement Registry and prior statements are available for comparison on the Group's website.

9. Continuous Improvement

The Group is committed to continuous improvement in its approach to tackling modern slavery. In accordance with the Home Office's updated Transparency in Supply Chains Statutory Guidance (March 2025), each future statement will build on the preceding year, identifying areas of progress and any areas requiring further development.

Actions planned for the forthcoming financial year include:

- Extending supply chain mapping beyond Tier 1 to develop a more comprehensive picture of risk exposure.
- Reviewing and updating training content to reflect the latest guidance and best practice.
- Strengthening due diligence processes for higher-risk supplier categories.
- Increasing the frequency of supplier self-assessment completion and review.

10. Board Approval and Signature

This statement has been reviewed and approved by the Board of Directors of Potter & Moore PLC at a duly convened Board Meeting on 28 May 2026.

Signed:



Name: PIPPA CLARK

Position: Director / Chief Executive Officer, Potter & Moore PLC

Date of Board Approval: 28 MAY 2026

This statement is published on the homepage of the Potter & Moore PLC website in accordance with Section 54(7) of the Modern Slavery Act 2015, and has been submitted to the UK Government's Modern Slavery Statement Registry.