



# Modern Slavery

## **KZ Organics – Combating Modern Slavery Policy 2025**

### **Introduction**

'Modern Slavery' is the term used to describe various forms of exploitation, including human trafficking, slavery, servitude, forced labor, and the exploitation of children. These crimes involve depriving individuals of their liberty for personal or commercial gain. It also includes practices like forced or servile marriage and debt bondage. The COVID-19 pandemic has further exacerbated vulnerabilities, especially for migrant workers, women, children, and vulnerable groups globally, and it has affected industries, including those within our supply chain.

The economic impact of the pandemic has worsened the situation, making individuals more susceptible to exploitation, especially in low- and middle-income countries. Traffickers have adapted their methods, with increased online recruitment and more subtle coercive techniques. This makes it difficult to assess the full extent of modern slavery, but we are committed to addressing the risks in our operations.

According to the International Labour Organization (ILO), forced labor has increased from 24.9 million people to 27.6 million between 2016 and 2021. Women and children are disproportionately impacted, with over 3.3 million children in forced labor. In the UK, over 17,004 potential victims of modern slavery were identified in 2023, with many industries, such as agriculture, construction, and retail, being involved.

## **KZ Organics' Commitment**

At KZ Organics, we recognize the importance of maintaining ethical and transparent business practices. As a brand focused on creating safe, organic products for individuals affected by conditions like parosmia, we are deeply committed to ensuring our supply chains are free from modern slavery and human trafficking.

In line with the UK Modern Slavery Act (2015), this statement outlines the steps we are taking to mitigate modern slavery risks within our business operations and supply chains. We are dedicated to conducting thorough assessments of our suppliers and partners to ensure they share our commitment to ethical practices and the protection of human rights.

## **Global Legislation and Compliance**

We acknowledge and comply with international legislation aimed at eradicating modern slavery, including:

- The **UK Modern Slavery Act (2015)**, which mandates transparency in supply chains for businesses with an annual turnover of £36 million or more.
- The **California Transparency in Supply Chains Act (2010)** and other global regulations, such as the **French Duty of Vigilance Law (2017)**, **Australian Modern Slavery Bill (2018)**, and the **European Union's Forced Labour Regulation**, adopted in April 2024.

Additionally, the **Corporate Sustainability Due Diligence Directive (CSDDD)**, which was adopted by the EU in 2024, will bring further transparency requirements in supply chains. While KZ Organics does not directly fall under this directive, we are actively working towards compliance as part of our best practices.

## **Our Actions and Steps Taken**

During the upcoming financial year, we will have taken several steps to identify and mitigate the risks of modern slavery within our supply chain:

1. **Supplier Assessments** – We have implemented detailed questionnaires and audits for all suppliers to ensure they meet our strict ethical standards.
2. **Training and Awareness** – We provide ongoing training to our team and partners to help identify signs of exploitation and understand the legal requirements concerning modern slavery.
3. **Monitoring and Reporting** – We monitor our supply chain regularly and have a clear reporting mechanism for any suspicions of modern slavery, ensuring that our partners maintain compliance.
4. **Collaboration and Transparency** – We collaborate with NGOs and stakeholders who specialize in human rights and modern slavery to help improve our practices. We also publish our modern slavery statement for transparency.

## **Moving Forward**

KZ Organics remains steadfast in its commitment to combat modern slavery. As we expand and

evolve, we will continue to refine our supply chain policies, engage with stakeholders, and collaborate with organizations dedicated to ending human trafficking and exploitation. We will also actively monitor the impact of the **CSDDD** and adjust our practices to align with emerging global standards.

We pledge to keep our supply chains free from any form of exploitation and work with partners who share our commitment to ethical practices, human rights, and sustainability.