

Modern Slavery & Human Trafficking Statement 2021

Introduction from the CEO of ADA Cosmetics International, Lutz Hübner

We are committed to improving our practices to combat slavery and human trafficking. We have a code of conduct that focuses upon our respect for human dignity and help to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

The ADA Group is present in many countries of the world, 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 through 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 business or supply chain and particularly recognizes the need to keep children free from exploitation, abuse, and neglect.

Organisational Structure & Supply Chain

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 more than 36m EUR

Our business is organised into 5 primary business units that serve markets in:

Europe

UK

Africa and the Middle East

Asia and the Pacific; and

North America

Our internal manufacturing plants are located: Germany, Czech Republic, and Malaysia where we operate an excellent and safe environment for both our internal and contracted staff.

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

Our Policies on Slavery & Human trafficking

To give effect to our ethical beliefs, we have 'purchasing guidelines' which set out the ethical considerations our staff will constantly have in mind when making decisions as to entering business relationships with third parties.


All our employees are employed under sound employment contracts. We will observe the principles of all relevant local laws. This means in particular that no type of child labour, forced labour or exploitation is tolerated anywhere within the group. The ADA group has zero tolerance for human rights violations.

How are we improving?

- In 2021 we have continued to 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 have engaged in a long-term relationship with Adelphi Sustainability Consultants who will work alongside us bringing their expertise to the forefront of everything we do, to ensure behaving responsibly is the foundation of our business operations.
www.adelphi.de/en
- A review of our internal Code of Conduct has now been completed, communicated and training given to our Global staff.
- A review of our Code of Conduct for 'suppliers', which we are currently finalising and plan to circulate in 2022.
- We are currently completing a full risk assessment for internal checks; we will also be distributing a self-assessment request to our suppliers.
- Continue to engage with our supply chain regarding our responsible sourcing policy and further improve our expectations.
- Continued Modern Slavery Training & Education for our staff, including more visual material for help and guidance.

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 2021

Signed: 

Date: 

Lutz Hübner

CEO ADA Cosmetics International