

MODERN DAY SLAVERY TRANSPARENCY STATEMENT 2023



INTRODUCTION

This statement has been produced in accordance with the Modern Slavery Act 2015, section 54. It constitutes our Modern Slavery Statement for Harrison Bathrooms LTD and its relevant brands for the financial year ending 31st December 2023.

For the purpose of this statement, “Modern Slavery” encompasses:

- Human Trafficking
- Forced Labour, through physical or mental coercion.
- Dehumanisation treated as a commodity.
- Freedom of movement restrictions.

1.0 BUSINESS STRUCTURE

Harrison Bathrooms is an importer and distributor of bathroom products, heating and accessories. Its headquarters is located in Holbeck, Leeds with two further sites in Seacroft, Leeds and Keighley.

Products are sourced from the UK, the EU, Asia. Which are supplied B2B to Multinational, Mid-sized multi retailer and Small independent retailer within the UK.

2.0 POLICES IN RELATION TO MODERN SLAVERY

Harrison Bathroom understands the importance of its responsibilities to prevent Modern Slavery. The business commits to complying with the requirements within the Modern Slavery Act 2015. We will:

2.0.1 Supplier Code of Conduct

We are fully committed to fostering an environment that champions ethical business practices and eradicates modern slavery and human trafficking from every facet of our operations. As part of this commitment, we are diligently working to ensure that our supply chain and business partners adopt and adhere to a robust code of conduct. The code would prohibit the utilisation of forced, bonded, or child labour also emphasize the importance of providing fair wages and maintaining safe working conditions.

2.0.2 Transparency & Whistle-blowing

Transparency is a cornerstone of our approach. We are actively pursuing transparency throughout our supply chain by encouraging the implementation of effective code of

conduct. In line with this effort, we are in the process of implementing a comprehensive whistle-blowing policy that insures a safe and secure platform for individuals across the supply chain to report any concerns related to modern slavery and human trafficking. We firmly believe that fostering an environment of trust is vital to uncovering and addressing potential issues promptly.

2.0.3 Collaboration and Corrective Action

Our commitment to combating modern slavery is grounded in collaboration and partnership. In instances where breaches are reported, we do not resort to punitive measures. Instead, we work closely with the supplier to rectify any identified issues. Our aim is not only to correct the immediate concern but also to cultivate an ongoing dialogue that contributes to long-term improvements and ensures compliance. Through these measures, we strive to create a supply chain that is free from modern slavery and human trafficking. We hope our proactive approach will allow our supplier to have confidence to mirror our dedication to eradicate these practices and commit to ethical standards.

2.1 Recruitment Practices

We maintain strict recruitment practise that ensure all prospective and current employees are engaged voluntarily, without any form of coercion or deception.

2.2 Training & Awareness

Provide regular training to our employees and suppliers to raise awareness about modern slavery and human trafficking risks, helping them identify and report any potential instances.

2.3 Risk Assessment

We conduct ongoing risk assessments to identify and evaluate potential modern slavery and human trafficking risk within our operations and supply chains.

3.0 DUE DILIGENCE & MONITORING

3.1 Supply Chain

We have begun a process of self-auditing, with a clear and precise questionnaire which outlines the requirements of the modern slavery act 2015 we ask our suppliers what policy and procedure they already have in place. This is aimed to better understand their current understanding and prevention capability. We will then work with any suppliers to implement or correct any shortfall. We then aim to perform in person audits to ensure correct implementation of a robust code of conduct.

3.2 Audits & Inspections

To conduct periodic audits and inspections of supplier facilities to ensure they meet our ethical labour standards.

3.3 Remediation

In cases where non-compliance is identified, we work closely with suppliers to implement corrective actions and ensure they meet our expectations.

4.0 REPORTING & ACCOUNTABILITY

Harrison Bathrooms leadership team is accountable for ensuring the effectiveness of our efforts to combat modern slavery and human trafficking. We maintain an ongoing dialogue with employees, suppliers and stakeholders to promote transparency and share best practices.

5.0 PROGRESS IN 2023

During this period Harrison Bathrooms has been working towards its goal in the following ways.

5.1 Training

We are extremely grateful to Unseen for providing internal staff training to 10 of our key staff members and managers. Ensuring the team have a good understanding of how modern slavery can affect a business in the UK.

5.2 Supply Chain

We have contacted all of our suppliers and asked them to complete a self-assessment questionnaire, we are currently processing and evaluating their submission.

5.3 Policy

Harrison Bathrooms has drafted and approved a whistle-blowing policy document reference HBMDS01. Drafted and approved a supplier self-assessment questionnaire HBMDS02. Created an evaluation system to track supplier progress.

6.0 PROGRESS IN 2024

Our focus in 2024 is as follows:

6.1 Training

Roll out internal training to all staff, to give a clear understanding of modern slavery and how it affects the business, which will then allow us to introduce the whistle-blowing policy internally to safely report any concerns.

6.2 Supply Chain

Complete self-assessment evaluation, help suppliers introduce policy or requirements they lack in preparation of supplier in person audits.

6.3 Policy

Continue to evaluate and improve, current policy. Work on country specific whistle-blowing requirements.

This statement relates to the financial period ending 31st December 2023 and was approved by the board of Harrison Bathrooms Ltd in September 2023 on behalf of itself and its relevant subsidiaries and signed on its behalf by:

James Harrison
Managing Director