

MODERN SLAVERY STATEMENT

This Statement was approved by the Board of Solution International on 29 January 2025. At Solution we are committed to the eradication of modern slavery and human trafficking in all its forms and voluntarily publish this statement in accordance with the Modern Slavery Act (2015).

We recognise the importance of ethical business practices and respect for human rights and outline below the steps that we have taken to prevent modern slavery and human trafficking in our business and supply chains during the financial year 2024. We take our role in contributing to a fair and just society very seriously. This statement outlines our commitment to combatting modern slavery within our operations and supply chain.

Solution International Limited

Solution International Limited (Solution) was established in 2009, we are a consumer goods company specialising in baby feeding accessories & toilet training and housewares. Based in Leighton Buzzard, UK operating across the UK and Europe we are a limited company managed by a Board Management Team.

We have a workforce of circa 22 employees made up of managerial and professional workers.

Our Commitment

1. Zero Tolerance

We have a zero-tolerance approach to modern slavery, human trafficking, forced labour and child labour. We will not tolerate any form of exploitation within our organisation or our supply chain and will cooperate with the relevant authorities to support any investigations.

2. Policies and Procedures

We have an established Modern Slavery Policy in addition to comprehensive procedures to prevent, detect, and address instances of modern slavery. These policies are communicated to all employees, contractors, and suppliers, emphasising our commitment to ethical conduct.

3. Due Diligence Processes

As a company supplying to the UK market, we are committed to conducting thorough due diligence to mitigate the risks of modern slavery within our supply chain. We work closely with our manufacturing partners in Europe and the Far East, ensuring they adhere to ethical labour practices through regular assessments, supplier audits, and compliance checks. Our due diligence process includes evaluating supplier policies, reviewing working conditions, and requiring compliance with internationally recognised labour standards. We maintain open communication with our suppliers and provide training where necessary to promote ethical practices and prevent exploitation.

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4. Identification and Mitigation of Supply Chain Risks

Each supplier goes through a rigorous approval process; including:

Risk Assessment: We evaluate potential suppliers before they enter our supply chain to assess compliance with standards, including country-related risks for issues such as forced labour, human trafficking, and slavery. This process involves both internal evaluations and external third-party audits.

Supplier Engagement: We maintain open communication with our suppliers, promoting ethical practices to prevent exploitation. This collaborative approach ensures that our suppliers understand and adhere to our standards.

Grievance Mechanisms: We ensure effective grievance mechanisms are available for all workers within the supply chain. This empowers workers to report concerns without fear of retaliation, enhancing our ability to identify and address potential exploitation.

By integrating these measures into our operations, we aim to uphold ethical standards, protect workers' rights, and contribute to the global effort against modern slavery.

5. Performance Indicators

Suppliers are required to be active members of SEDEX (Supplier Ethical Data Exchange); a non-profit organisation that operates a collaborative platform for sharing ethical supply chain data, aiming to improve responsible business practices in global supply chains. The supplier is subject to an annual SMETA third party independent audit and required to close all non-conformances raised at that audit. Their SEDEX Self-Assessment Questionnaire is reviewed 6 monthly. Overall supplier performance is reviewed on an annual basis.

6. Training and Awareness

We offer training to our employees and suppliers to increase awareness of the risks associated with modern slavery and human trafficking. By educating our stakeholders, we equip them with the knowledge to recognise and report any concerns. Additionally, our Supplier Manual is reviewed at least annually and communicates our expectations regarding modern slavery.

7. Transparency and Reporting

We encourage transparency in our efforts to combat modern slavery. We regularly review and assess our policies, procedures, and supply chain practices. Any concerns or violations will be promptly investigated, and appropriate actions will be taken. Our supply chain is reviewed on a monthly basis to ensure audit and certification status is kept up to date.

8. Continuous Improvement

We are committed to continuous improvement in our modern slavery prevention efforts. We stay informed about industry best practices and legal developments to ensure our policies and procedures remain effective and up-to-date.

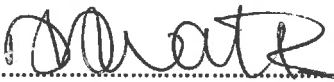
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9. Communication

This statement will be made available to all employees, contractors, suppliers, and the public via our company website. We believe in open communication and invite feedback on our modern slavery prevention efforts from our stakeholders.

We recognise that the fight against modern slavery is an ongoing process, and we remain dedicated to our commitment to ethical business practices. By working together with our employees, suppliers, partners, and the wider community, we can make a meaningful contribution to the eradication of modern slavery.

Date: 29 January 2025

Signed 

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