

Modern slavery statement: Dolphin Solutions Ltd. – 03 Jan – 31 Dec 2025

This statement applies to Dolphin Solutions Ltd (referred to in this statement as ‘we’ or ‘Dolphin’).

Organisational structure

We are a global leader in the washroom product supply, anything from dispensers to hot air dryers, taps and bins to baby change units, every item we sell is intelligently designed, not just to look good but be truly fit-for-purpose.

The business is led by a Senior Strategy Team.

The labour supplied to Dolphin in pursuance of its operation is carried out in the main premises located in Bodiam, East Sussex and our showroom in London.

Definitions

Dolphin considers that modern slavery encompasses:

- a) Human trafficking.
- b) Forced work, through mental or physical threat.
- c) Being owned or controlled by an employer through mental or physical abuse or the threat of abuse.
- d) Being dehumanised, treated as a commodity or being bought or sold as property.
- e) Being physically constrained or to have restriction placed on freedom of movement.

Commitment

Dolphin acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the **Modern Slavery Act 2015**.

We understand that this requires an ongoing review of both our internal practices in relation to our labour force and, additionally, our supply chains.

Dolphin does not do business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Dolphin in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking.

We strictly adhere to the minimum standards required in relation to our responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceed those minimums in relation to our employees.

Supply chains

In order to fulfil its activities, Dolphin's main supply chains are those related to the supply of washroom goods from various suppliers in the United Kingdom, Europe, China and Taiwan.

We understand that our first-tier suppliers may be intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Potential exposure

Dolphin considers its main exposure to the risk of slavery and human trafficking to exist in its supply chains because they involve the provision of labour in countries where protection against breaches of human rights may be limited.

In general, we consider our exposure to slavery/human trafficking to be relatively limited.

Steps

Dolphin carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

We have not, to our knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with **section 54(4) of the Modern Slavery Act 2015**, Dolphin is reviewing its supply chain management process to include:

- a) Termination powers if the supplier is, or is suspected, to be involved in modern slavery.
- b) Identification and assessment of potential risks in our supply chains.
- c) Impact assessments of our services upon potential instances of slavery.
- d) Action plans to address risk to modern slavery.
- e) Zero-tolerance policy towards modern slavery.
- f) Training needed for our team on modern slavery.

Policies

Dolphin has the following policies which further define our stance on modern slavery:

- a) Corporate Social Responsibility Policy.
- b) Supplier Code of Conduct.
- c) Equal Opportunities and Diversity Policy.

Signed.....*Chris Brooks*.....Print.....**C.H.Brooks**

Position.....**Compliance Manager**.....Date.....**03/01/2025**