

MODERN DAY SLAVERY

TRANSPARENCY STATEMENT 2024/25



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 2024.

For the purpose of this statement, "Modern Slavery" encompasses:

- Human trafficking
- Forced labour, through physical or mental coercion
- Dehumanisation (being 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, and Asia, which are supplied B2B to multinational retailers, mid-sized multi-retailers, and small independent retailers within the UK.

2.0 POLICIES IN RELATION TO MODERN SLAVERY

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

2.1 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. Our Supplier Code of Conduct prohibits the use of forced, bonded, or child labour and emphasises the importance of providing fair wages and maintaining safe working conditions.

2.2 Transparency & Whistleblowing

We maintain our comprehensive whistleblowing policy (HBMD501) that provides a safe and secure platform for individuals across the supply chain to report any concerns related to modern slavery and human trafficking.

2.3 Collaboration and Corrective Action

In instances where breaches are reported, we work closely with suppliers to rectify any identified issues through corrective action plans rather than immediate termination, fostering long-term improvements and compliance.

2.4 Recruitment Practices

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

2.5 Training & Awareness

We provide regular training to our employees and suppliers to raise awareness about modern slavery and human trafficking risks. In 2024/2025, we will:

- Deliver refresher training to all key staff members in the UK

2.6 Risk Assessment

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

3.0 DUE DILIGENCE & MONITORING

3.1 Supply Chain

We have completed processing all supplier questionnaires and are now preparing to conduct in-person audits of our supply chain, particularly focusing on high-risk regions.

3.2 Audits & Inspections

We conduct periodic audits and inspections of supplier facilities to ensure they meet our ethical labour standards. Our trained QC team in China will play a key role in these audits.

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 2023/2024

5.1 Training

We completed internal staff training provided by Unseen to 10 of our key staff members and managers, ensuring the team has a good understanding of how modern slavery can affect a business in the UK.

5.2 Supply Chain

We have contacted all our suppliers and completed processing their self-assessment questionnaires (HBMD502). We have implemented an evaluation system to track supplier progress.

5.3 Policy

We have successfully implemented our whistleblowing policy (HBMD501) and supplier self-assessment questionnaire (HBMD502).

6.0 PLANNED ACTIONS FOR 2024/2025

6.1 Training

We will roll out refresher training to all UK staff and provide specialised training to our QC team in China to enhance our supply chain auditing capabilities.

6.2 Supply Chain

We look to training programs which can train our current overseas QC team to perform in person audits.

6.3 Policy

We will continue to evaluate and improve our current policies, including developing country-specific whistleblowing requirements where necessary.

This statement relates to the financial period ending 31st December 2025 and was approved by the board of Harrison Bathrooms Ltd May 2025 on behalf of itself and its relevant subsidiaries and signed on its behalf by:

James Harrison
Managing Director
Harrison Bathrooms Ltd
19/05/2025