



SCUDO

Revision Date: 26/05/2026

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Document Reference: HBMD504_1

Owner Checked: Adam
Approval: Barnsley

MODERN DAY SLAVERY STATEMENT 2026

Harrison Bathrooms Ltd

Financial year ending 31st December 2026

INTRODUCTION

This statement is made pursuant to **Section 54 of the Modern Slavery Act 2015** and constitutes Harrison Bathrooms Ltd modern slavery and human trafficking statement for the financial year ending 31st December 2025.

For the purposes of this statement, "modern slavery" encompasses:

- Human trafficking
- Forced, compulsory, or bonded labour
- Deception or coercion in employment
- Restriction of freedom of movement
- Child labour

We are committed to continuous improvement. Where we have not achieved all previous goals, we have been transparent about that below and have refocused on deliverable actions for 2025/2026.

1.0 BUSINESS STRUCTURE

Harrison Bathrooms Ltd is a UK-based importer and distributor of premium bathroom products, heating solutions, and accessories. Turnover is approximately £50M.

Head office: Holbeck, Leeds

Additional sites: Seacroft (Leeds) and Keighley

Products are sourced from:

- The United Kingdom
- The European Union
- Asia (primarily China)

We operate **B2B only**, supplying multinational retailers, mid-sized multi-retailers, and independent trade customers across the UK.

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2.0 POLICIES RELATING TO MODERN SLAVERY

We maintain the following active policies:

Policy Reference	Purpose
Supplier Code of Conduct	Prohibits forced, bonded, or child labour; requires fair wages and safe working conditions
Whistleblowing Policy (HBMDS01)	Provides a confidential reporting channel for modern slavery concerns
Supplier Self-Assessment Questionnaire (HBMDS02)	Baseline due diligence for all suppliers

2.1 TRANSPARENCY ON 2024/2025 PLANNED ACTIONS

In our previous statement (2025), we committed to:

- Refresher training for all UK staff
- Training our China-based QC team to perform in-person audits
- Developing country-specific whistleblowing requirements

We confirm that these actions were not completed during the 2024/2025 financial year due to operational capacity constraints. These remain priorities, and we have restructured our 2025/2026 plan (see Section 6.0) into smaller, achievable steps.

3.0 DUE DILIGENCE & MONITORING

3.1 SUPPLY CHAIN DUE DILIGENCE

We have completed supplier self-assessment questionnaires (HBMDS02) for all active suppliers. An evaluation system is in place to track and score supplier responses.

3.2 AUDITS - ENHANCED REMOTE MONITORING

We have not yet conducted in-person audits. For 2025/2026, we will implement **enhanced remote monitoring** as an interim measure, including:



- Unannounced requests for payroll and working hour records
- Photo evidence of living and working conditions

This builds toward in-person audits without overpromising on current capability.

3.3 REMEDIATION

Where non-compliance is identified, we work with suppliers to implement corrective action plans. Termination is a last resort, used only where suppliers refuse to engage or fail to show improvement.

4.0 TRAINING AND AWARENESS

To date, **10 key staff members and managers** have completed modern slavery training provided by Unseen.

For 2025/2026 we commit to:

Training Audience	Delivery Method	Target Completion
All UK staff (office & warehouse)	20-minute mandatory e-learning module	Q3 2026
Procurement team	Extended module including supply chain red flags	Q3 2026
China-based QC team	Translated awareness briefing + whistleblowing process	Q4 2026

We will track and report completion rates internally.

5.0 WHISTLEBLOWING & ACCESSIBILITY

Our whistleblowing policy (HBMD501) is active and has been communicated to UK staff.

Identified gap: The policy is not yet formally communicated to non-English speaking workers in our supply chain.



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2025/2026 commitment:

We will review how whistleblowing channels are communicated in **local languages** (Mandarin, Cantonese, and other relevant languages) across our Asian supply chain. A summary of this review will be completed by **Q4 2026**.

6.0 MEASURABLE CONTROLS & KPIS

We will report progress against the following internal KPIs for 2025/2026:

KPI	Target
% UK staff completing mandatory e-learning	100% by Q4 2026
High-risk suppliers subject to enhanced remote monitoring	100% by Q4 2026
Whistleblowing reports received (any region)	Monitored quarterly – zero is not assumed to mean zero risk
Local-language whistleblowing communication completed	Q4 2026

7.0 ACCOUNTABILITY & APPROVAL

Harrison Bathrooms Ltd leadership team holds overall accountability for the effectiveness of our modern slavery prevention efforts.

This statement relates to the financial period ending **31st December 2025** and was approved by the board of Harrison Bathrooms Ltd in **June 2026** on behalf of itself and its relevant subsidiaries.

Signed on behalf of the board:

Name: Gregg Latham

Title: Finance Director

Date: 12/06/2026

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