

Modern Slavery Statement

The Splash Lab are committed to eliminating acts of modern-day slavery and human trafficking within our business and from within our supply chains. Our annual turnover is under £36 million and although we are not legally obliged to report on slavery and human trafficking, this statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and is our slavery and human trafficking statement for the financial year ending 31 March 2023.

Organisational structure, business and supply chains

We are a manufacturer and supplier of washroom fixtures and accessories to the commercial architectural and construction sector and are an independent company operating globally. Our UK operation comprises one manufacturing unit and associated head office at the below-referenced address, as well as a showroom located at 60-62 Clerkenwell Road, London EC1 5PX. Our supply chain involves UK companies, as well as some global manufacturing vendors.

Policy on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

Due diligence

We consider ourselves to be a 'low risk' business with regard to slavery and human trafficking. However, we foster a culture that encourages the identification and reporting of any such risks within our business. As a global organization, we recruit our employees directly or within the United States or the United Kingdom and our USA office has a corresponding policy concerning the California Transparency in Supply Chains Act of 2010.

Assessing and managing risk

We have a whistleblowing policy in place and, as part of our efforts to identify and mitigate risks within our supply chain, we are introducing systems to identify, assess and monitor potential risk areas.

Effectiveness in combating slavery and human trafficking

We have zero tolerance to slavery and human trafficking. To ensure that all those in our supply chains comply with our values we are putting in place a supply chain compliance programme that will require our suppliers to confirm that they have a slavery and human trafficking policy in place and that they require the same from their suppliers.

Training

Except as stated above, TSL does not currently provide formal training on slavery and human trafficking.