



# MODERN SLAVERY STATEMENT: DOLPHIN SOLUTIONS AUS PTY LTD.

13 Jan – 31 Dec 2026

This statement applies to Dolphin Solutions International Limited, Dolphin Solutions (Holdings) Ltd and Dolphin Solutions AUS Pty Ltd (collectively 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 entities are led by a Senior Management Team.

The labour supplied to Dolphin in pursuance of its operation is carried out in the main AU premises located in Beresfield NSW and our showroom in Sydney.

## DEFINITIONS

Dolphin considers that modern slavery encompasses:

1. Human trafficking.
2. Forced work, through mental or physical threat.
3. Being owned or controlled by an employer through mental or physical abuse or the threat of abuse.
4. Being dehumanised, treated as a commodity or being bought or sold as property.
5. 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 Australian Federal **Modern Slavery Act 2018**.

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 Australia 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 Australia, 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 Australia, 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 14 of the Modern Slavery Act 2018**, Dolphin is reviewing its supply chain management process to identify and describe the following:

- (a) identify the reporting entity; and
- (b) describe the structure, operations and supply chains of the reporting entity; and
- (c) describe the risks of modern slavery practices in the operations and supply chains ...; and
- (d) describe the actions taken ... to assess and address those risks ...; and
- (e) describe how the reporting entity assesses the effectiveness of such actions; and
- (f) describe the process of consultation ...; and
- (g) include any other information that the reporting entity ... considers relevant."

Signed: *Edwin Fooks*

Print: **Edwin Fooks**

Position: Director Environmental and Social Sustainability

Date: 19/01/2026