



Dart Cubicles LLP T/A : Cubicle Centre – UK Modern Slavery Statement for 2017/18

Introduction

This statement sets out the steps that are being taken by Cubicle Centre to seek to mitigate the risk of modern slavery occurring within our supply chain in accordance with the Modern Slavery Act 2015.

Modern slavery is a broad term covering instances where victims may be subject to conditions of slavery, servitude and forced or compulsory labour.

We continue to review our policies and processes in this area, with a view to improving our understanding of the risks within our supply chain and the mitigation we need to put in place.

We have introduced internal training, revised our procurement processes and are in the process of enhancing our supplier due diligence processes to aid compliance with our commitment to prevent slavery or human trafficking being present in any part of our business.

As a manufacturing organisation, it is vitally important that we play our part in helping to protect our communities and beyond from these abhorrent practices.

Our Organisational Structure & Company Brands

We are a manufacturer of washroom cubicles, and a provider to a wide range of end users. Cubicle Centre is a parent company of a wholly group of brands under Dart Cubicles LLP. The company head office is based in the U.K along with all its other trading brands.

Our Brands

The company is organised into four brands trading within Dart Cubicles LLP umbrella, Cubicle Centre, Plumbware, Tidy Teach, Calder Joinery.

Our Supply Chains

Our supply chain includes the sourcing of raw materials for the provision of manufacturing washroom cubicles & commercial joinery.

Our Policies On Slavery & Human Trafficking

Cubicle Centre is committed to ensuring that there is no modern slavery or human trafficking within our supply chain of approximately 200 suppliers or in any part of our business. Our anti-slavery policy reflects our commitment and values to acting ethically and with integrity in all our business relationships, and to implement and enforcing effective protocols to ensure slavery and human trafficking is not taking part anywhere within our supply chains.

Due Diligence Processes For Slavery & Human Trafficking

As part of our company's initiative to identify & mitigate risk

- Where possible we build long standing relationships with local suppliers and and make clear our expectations of business behaviour;
- With regards to national or international supply chains, our point contact is we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in our chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Supplier Adherence To Our Company's Values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff.

Our Effectiveness In Combating Slavery & Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of House Audits;
- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year