

Ethical Policy

Triton Showers is committed to producing high quality products in a manner that demonstrates sound business ethics. We recognise that our commercial activities have the potential to impact upon our suppliers and our locality. As a socially responsible business our suppliers and local community have the right to expect:

- All workers involved in the delivery of services provided by Triton are treated with full consideration of their basic human rights.
- Triton acts in an ethical manner that is above and beyond basic legal requirements
- Triton is committed to implementing the principles of the **Ethical Trading Initiative Base Code**
- Triton understands and is fully committed to its responsibilities under the **Modern Slavery Act 2015**

Employment is Freely Chosen

Forced Labour

Triton Showers will not knowingly use forced labour in any form, including forced prison labour, bonded labour or otherwise. This also includes compulsory overtime working.

Freedom of Association and Collective Bargaining

Triton Showers holds regular Employee Committee meetings and, if desired, respect the right of employees to join trade unions or, if such rights are restricted under law, to facilitate parallel means of free association.

Working Conditions are Safe and Hygienic

Triton Showers will provide a safe working environment with the intention of preventing accidents and injury. Should it be necessary, safe and healthy residential facilities will be provided with local rules and regulations set as a minimum standard.

Child Labour Shall not be Used

Triton Showers will not knowingly use child labour. Unless local law stipulates a higher age limit, no person younger than the age for completing compulsory education or younger than 15 (or 14 where permitted by ILO convention No. 138) shall be employed. Workers under the age of 18 shall not perform hazardous work and may be restricted from night work with consideration given to educational needs.

Living Wages are Paid

Triton Showers' salaries and/or wages, including overtime and benefits will equal, or exceed, the minimum wage level required by UK legislation, or legislation and regulations which apply locally.

Working Hours are Not Excessive

Triton Showers will comply with current legislation and industry standards on working hours, defining maximum working hours, overtime policy and days off per week, i.e. employees will not regularly be required to work more than 48 hours, or a total of 60 hours (including overtime) in any one week. Employees will have at least one day off in every seven-day period, except in extraordinary business circumstances.

No Discrimination is Practised

Triton Showers promotes an atmosphere free of discrimination in any form. Employees are treated strictly according to his/her abilities and qualifications with regard to any employment decisions including (but not limited) to hiring, advancement, compensation, benefits, training, lay-offs and termination.

Regular Employment is Provided

Triton Showers will ensure to every extent possible that work performed must be on the basis of a recognized employment relationship established through national law and practice.

No Harsh or Inhumane Treatment is Allowed

Physical abuse or discipline, threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

Anti-Corruption

Triton Showers is committed to applying the highest standards of ethical conduct and integrity in its business activities in the UK and overseas. Every employee and individual acting on the organisation's behalf is responsible for maintaining the organisation's reputation and for conducting company business honestly and professionally.

The organisation considers that bribery and corruption have a detrimental impact on business by undermining good governance and distorting free markets.

Environment

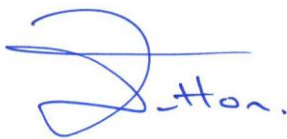
Triton Showers complies with environmental regulations and standards applicable to their operations and observes environmentally conscious practices in all locations where they operate.

Communication

Triton Showers communicates this policy to all its employees. We also require the same standards from our suppliers and will not knowingly enter into business relationships with any company that does not adhere to our core values.

Modern Slavery

Triton Showers is and remains fully committed to its responsibilities under the Modern Slavery Act 2015. Triton will not knowingly support or deal with any business involved in slavery and human trafficking. Our statement is available on our website.



David Tutton
Managing Director

August 2020