



## STATEMENT AGAINST SLAVERY AND HUMAN TRAFFICKING

### Introduction

The Modern Slavery Act 2015 was introduced with the purpose of targeting offences related to slavery and human trafficking. As such, provisions in the Act make transparency in the supply chain a requirement for any commercial organisation supplying goods or services in the UK.

Many modern supply chains are incredibly complex. Dowlis Inspired Branding's quality management systems, for which we have achieved ISO 9001 accreditation, combine an understanding of best practice with a fully integrated solution to manage risk effectively and prevent modern day slavery.

### Organisation Structure

Dowlis Inspired Branding UK Limited headquarters are based in Woking, Surrey, UK. We are a leading international supplier of promotional items and branded merchandise.

### Supply chains

The Dowlis Inspired Branding supply chain includes the sourcing of gift products suitable for all promotional marketing requirements and customization.

### Company Policies and Procedures

Dowlis Inspired Branding is confident that it has a robust system for monitoring its supply chain, and has a zero tolerance to any factory/manufacturer/supplier that is found to be engaged in human trafficking and slavery.

We are Sedex members and have attained EcoVadis gold certification for the monitoring programmes we have in place to ensure our policies remain current and compliance gaps are quickly identified and remedied.

Dowlis Inspired Branding believes that its policies and procedures are consistent with requirements under the UK Modern Slavery Act 2015. We require all of our suppliers to abide by our Corporate Social Responsibility code of conduct, which specifically declares our respect of human rights and outlines a framework for our suppliers to follow. We are proud to be active supporters of the United Nations Global Compact and all of our company values and standards are guided by its principals, including labour practices. Dowlis Inspired Branding also conducts factory inspections and audits, which comprise criteria related to the unacceptable labour practices embodied in the Act.

As part of the Dowlis Inspired Branding's initiative to identify and mitigate risk it has in place systems to:

- Identify and assess potential risk areas in its supply chains.
- Mitigate the risk of slavery and human trafficking occurring in its supply chains.
- Monitor potential risk areas in its supply chains.
- Encourage the reporting of concerns and the confidentiality of respondents.

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### Supplier adherence to values and ethics

Dowlis Inspired Branding has a zero tolerance policy to slavery and human trafficking. To ensure all those in its supply chain and contractors comply with its values and ethics the company has in place a supply chain management and compliance programme.

Dowlis Inspired Branding has a dedicated team and their responsibilities consider the following areas as part of our everyday operations:

- Legal, including right to work.
- Audit and compliance.
- Human resources, including equal opportunities, non-discrimination and respect for human rights.
- Procurement.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Anti-Slavery and Human Trafficking Statement for Dowlis Inspired Branding UK Limited for the 2017 financial year.

David Lynn  
CEO  
January 2017

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