

## **Modern Slavery Statement**

### Overview

Dobbin Sales Ltd. runs its activities with integrity, transparency, and honesty in its supply chains and in support of its customers who have reporting requirements under regulations regarding slavery in supply chains. We have published this Modern Slavery Statement to provide transparency in our own supply chain and affirm our commitment to combat slavery and human trafficking. We provide this statement in compliance with:

- Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act of 2023

### **About Dobbin Sales**

Since 1977 Dobbin Sales has been providing high quality commercial plumbing products to Canadian Customers. We represent 7 of the top quality U.S. based brands in our industry. Whether you are an Architect, Engineer, Contractor or Wholesaler, Dobbin Sales has the right products and solutions for any project.

### **Dobbin Supply Chain**

In order to deliver its activities, Dobbin works with a select, small range of suppliers. Due to the nature of our business, we assess ourselves to have a relatively low risk of Modern Slavery in our business and supply chains. We require organizations with whom we work to confirm that they have, if applicable, fulfilled their statutory requirement to have produced a Modern Slavery Statement.

### **Policies**

Dobbin Sales has policies and procedures in place to ensure staff is trained in reporting suspected or actual Modern Slavery within the organization or with our vendors. In addition, it has available the following staff procedures:

- Dignity at Work Processes
- Recruitment and Selection Procedures
- Disciplinary Procedures
- Third-Party Vendor / Procurement Policies

These policies set out the standards required of our staff and include details of the mechanisms in place which can be used to report issues or concerns about Modern Slavery linked to our organization taking place.

### **Actions to Minimise Risk of Slavery**

Dobbin Sales is an equal opportunity employer, fully committed to creating and ensuring a non-discriminatory, inclusive, and respectful working environment for all of our staff. We want all of our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the office through which they are engaged and to safeguard employees from any abuse or coercion.

We do not enter into business with any organization that knowingly to us supports or is found to be involved in slavery, servitude, and forced or compulsory labor.

## **Continuous Review and Risk Mitigation**

Dobbin Sales recognizes the need to continually assess the risks of slavery or human trafficking. Dobbin Sales also recognizes that there may be gaps in visibility of supply chains and limitations in the tools used to identify risks. Addressing these is a complex task and is under continuous review to develop an effective framework. Dobbin Sales recognizes the need for Modern Slavery training across the organization to widen awareness as we seek to ensure that we do not inadvertently support Modern Slavery in any context. We will work further to embed the principles and monitor by providing awareness training to staff and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking. In addition, we will take action to ensure that consideration of the Modern Slavery risks and prevention are added to our third-party vendor selection review process and our own internal HR processes.

### **Questions or concerns can be directed to:**

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