



Modern Slavery Statement

In keeping with our vision and values as a social justice organization, Splash is committed to maintaining the highest degree of ethical conduct across all business operations. We are committed to ensure that modern slavery is not taking place in any part of our business or in any part of our supply chain. This includes any practice that deprives a person of their liberty in order to exploit them for personal or commercial gain, such as sex trafficking, child sex trafficking, forced or bonded labor, or any similar practice. We will not work with any individual, company, or organization involved in modern slavery.

Our Organizational Structure

Splash International (Splash) is a U.S.-based 501(c)3 nonprofit organization that employs approximately 85 staff across our offices in Seattle, USA; Kolkata, India; and Addis Ababa, Ethiopia. We operate as a Registered Liaison Office in India and under a Certificate of Registration and License from the Ethiopia Charities and Societies Agency in Ethiopia. Splash has also launched Splash Social Enterprises, LLC (SSE), a wholly owned subsidiary, registered in the State of Washington, USA. SSE also has a separate legal entity in India. This statement covers the activities of both Splash International and Splash Social Enterprises LLC.

Our Business

Splash delivers child-focused water, sanitation, hygiene (WASH) and menstrual health programs in partnership with governments. We work in some of the world's largest cities to ensure children in urban poverty thrive.

Our Policies, Procedures, and Practices

Splash is committed to acting ethically and with integrity in all business relationships. Provisions to reduce the risk of modern slavery are included in our policies, procedures, and practices, including the following:

- Bribery, Corruption & Fraud Policy
- Child Safeguarding Policy
- Code of Conduct for Employees
- Code of Conduct for Partners and Suppliers
- Procurement Policy
- Whistleblower Procedure
- Contract provisions with third parties requiring they possess similar policies, procedures, and practices

Due Diligence

Splash and SSE engage third parties to fulfill our mission, including companies from which we procure goods and services as well as local organizations and subcontractors with which we partner to implement our work. We are committed to ensuring that we do not procure goods or services from any party that is connected in any way with modern slavery. To that end, Splash undertakes due diligence to assess the potential risk that a future partner is engaged in modern slavery.