

## Modern Slavery and Human Trafficking Statement 2022

### Our Commitment

Glazing Vision are committed to understanding and minimising the potential risk of modern slavery and human trafficking in its business and supply chains.

We are committed to creating a non-discriminatory and respectful working environment for our staff and want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment processes are designed to ensure that future employees are legally entitled to work in the UK and to safeguard them from any potential abuse.

In line with the Modern Slavery Act 2015, details are set out below of our own policies and those we expect of others.

### Policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff:

**Whistleblowing Policy** - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.

**Code of Conduct** - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating and in the management of our supply chain.

**Prevention of Bullying and Harassment at Work** – we provide a clear commitment to and framework for preventing bullying and harassment within the workplace.

**Equality, Diversity & Inclusion Policy** – our policy encompasses different elements to demonstrate our commitment across all operations to be a respectful and inclusive place to work.

**Recruitment and Selection Policy** – provides clear instruction and guidance on recruitment processes, appointment of employment agencies where applicable and right to work checks.

### Supplier and subcontractor due diligence

We establish a relationship of trust and integrity with all our sub-contractors and suppliers, which is built upon mutually beneficial factors. We will continue to embed our commitment to be modern slavery free through our subcontractor approval process and supplier selection procedures which include an evaluation of compliance with environmental, social and governance standards.

As part of this commitment, Glazing Vision require all sub-contractors and suppliers to confirm the steps they are taking to ensure that their business and supply chains are free from modern slavery. Supplier audits are carried out during initial evaluation and at regular intervals afterwards which includes a commitment to and verification of mechanisms to guard against modern slavery. Those suppliers that fail to comply may have their trading relationship terminated.

This statement has been approved for the financial year ending April 2023.



Jon Shooter, Managing Director