



2019 Statement – Modern Day Slavery Act 2015

At Glass Systems Group we are committed to preventing slavery and human trafficking occurring in any of our company activities, and we endeavour to ensure that our supply chains are free from such practices also.

This statement covers Glass Systems Limited, Glass Systems Direct Limited, Glass Systems North Limited and Vizor Tempered Glass Limited. It covers the financial year January 2019 to December 2019.

This statement is made in pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we will take to try to ensure that our Company and our supply chain is free from slavery and human trafficking by the end of 2020.

Modern slavery is a crime resulting in an abuse of basic human rights. The term `modern slavery` is used to describe the crimes of slavery, servitude, forced labour or compulsory labour and human trafficking.

1. Our Company

Glass Systems Group is made up of a number of companies which manufacture glass sealed units, tempered glass units, and climate glass units (for roofs and conservatories) within the construction sector and we employ many hundreds of people based in various factory sites across the UK.

2. Nature of our supply chains

Our key supply chains involve Glass, but also Metals, Minerals and Resins from a variety of sources worldwide.

3. Policies relating to slavery and human trafficking

Our policy reflects our commitment to acting both ethically and with integrity in all our business activities and relationships. Through carefully considered procedures and controls our aim is to minimise the risks of human trafficking and modern slavery practices coming into our business operation or our supply chain. In addition, we will take steps to ensure that our suppliers are aware of our policy and adhere to the same high standards.

4. Risk Assessment and Measurement of Effectiveness

We seek to continually review the operations of existing suppliers and such reviews include checking the risk of modern day slavery and human trafficking and we will create an annual risk profile for each of our suppliers with whom we do business in excess of £500,000.

5. Due diligence processes in relation to slavery and human trafficking

In order to monitor and mitigate the risks of modern slavery and human trafficking occurring within our supply chains we aim to undertake due diligence processes in relation to new suppliers being identified within a risk category.

6. Staff Training

We will provide training to all key staff to ensure that they understand the risks of modern slavery and human trafficking infiltrating our businesses or supply chains and effectively operate our policies and procedures aimed at mitigating the risk.

We maintain that our whistleblowing policy protects those who whistle blow in relation to an issue of modern slavery.

We will monitor how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains. This element of the Statement is being actioned in 2019.

Approved by

A handwritten signature in black ink, appearing to read 'J Wood', written over a horizontal line.

John Wood
UK Managing Director

January 2019