

## **Modern Slavery Policy**

Modern slavery encompasses slavery, forced and compulsory labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain. The Modern Slavery Act 2015 sets out the relevant criminal offences applicable to everyone.

This statement sets out Heritage Windscreens Ltd actions to understand potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

We recognise that we have a responsibility to take a robust approach to slavery and human trafficking. Our organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

We take a zero-tolerance approach to modern slavery and act with integrity in all dealings, relationships, and supply chains. We expect the same high standards from all staff, suppliers, contractors, and those with whom we do business. Modern Slavery standards apply to all employees, workers, and other persons doing business with us.

### **Due diligence**

We undertake due diligence when considering taking on new suppliers, and regularly review our existing suppliers.

We consider the risks of modern slavery when reviewing the engagement of new suppliers. Management review supplier's Modern Slavery Statements or where none are publicly available, we request these directly from the supplier we deem to be high risk.

### **Awareness-raising programme**

We have raised awareness of modern slavery issues by placing this statement in our internal procedure manual. Information provided by the Home Office that provide details about modern slavery have also been placed in our internal procedure manual and each employee is required to read them as part of their personal education.

Employees are encouraged to ask questions, request further educational opportunities or suggest enhancements to our internal policies to improve any aspects of our professional standards of conduct.