

Glazing Vision

Modern Slavery & Human Trafficking Statement 2018/2019

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Glazing Vision Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Glazing Vision has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

As an equal-opportunities employer, Glazing Vision is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff.

Glazing Vision's recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

Our business

Glazing Vision, based in Diss, Norfolk, are technical experts in the design and manufacture of architectural glass rooflights, we are on the cutting edge of rooflight design and our products can be found on rooftops across across Europe, Australia and the United States.

We offer a range of standard rooflights encompassing a variety of applications, from simple fixed rooflights to more complex sliding rooflights and access configurations. As well as stock products, we custom-build rooflights to order to ensure the perfect fit to any architectural design.

Our rooflight design ethos is 'minimise framework, maximise daylight' and we aim to fulfil this promise with every product we manufacture.

Glazing Vision currently deal with up to forty five suppliers.

Glazing Vision Europe is part of our global network and ensures that our full range of products are available to be shipped and installed across Europe.

Local expertise guarantees that our clients always have somebody who can communicate effectively and offer the correct guidance with local building regulatory requirements.

Our main centre in Europe is Amsterdam but Glazing Vision Europe also employs agents in all major European countries.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

Glazing Vision operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that a particular organisation has never been convicted of offences relating to modern slavery and on site audits which include a review of working conditions. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. **(For UK based suppliers)** They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. **(For international suppliers)** They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light

Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Embedding the principles

Over the past 12 months, Glazing Vision have undertaken the following activities.

- Make staff aware of the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensured that consideration of the modern slavery risks and prevention are added to Glazing Vision's policy review process as an employer and procurer of goods and service.
- Ensure Glazing Vision's procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.
- Delivered training sessions to staff procuring goods and services.
- Ensured ongoing engagement and communication between equality and diversity leads, our procurement team and the wider organisation.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Glazing Vision Board of Directors on 1st May 2018.

Name:

Jon Shooter
Managing Director Glazing Vision Ltd

Signature:

Date: 1st May 2018