

Title	Policy Statement Modern Slavery Act 2015	Issue:	Approved By:	
Ref	MSA.001.1	1.1	Nik Andrews - Managing Director	Approved 29/04/2024

PSV Glass & Glazing Ltd

Policy Statement

Modern Slavery Act 2015

The UK Modern Slavery Act 2015 (the "Act") requires businesses to state their actions during the financial year to ensure modern slavery is not taking place in their operations and supply chains.

PSV Group is a values-driven organisation and we aspire to meet the highest professional, legal, and ethical standards. The Modern Slavery Act 2015 (the Act) mandates that PSV Glass ("PSV Glass and Glazing") prepares a slavery and human trafficking statement each financial year.

We firmly support transparency and collaboration to eliminate the risks of modern slavery. Our Policy Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure no slavery and human trafficking anywhere in our supply chains.

This statement refers to the financial year ending 30th of September 2023 and sets out the steps taken to prevent modern slavery and human trafficking in our operations and supply chains.

Organisational Structure and Business Model

PSV Glass & Glazing Ltd operates across the UK and Ireland and we are the only dedicated glass distribution & installation business offering a service nationally. This is why we are also the preferred partner of many of the main OEM bodybuilders and the chosen supplier to the largest transport operators, supporting them and their businesses. Our goal is to provide all our customers with a high level of service and competitive prices.

Supply Chain

Our supply chains include sourcing materials related to the provision of glass and glazing repair, refurbishment and replacement.

We rely on our suppliers to share our values and always comply with all laws. We expect our business partners to treat people with dignity and respect and not to engage in practices associated with forced labour, even if not illegal, in their locations. To ensure that modern slavery is not occurring within our supply chains, we make reasonable efforts to know our suppliers and their work practices, including their reputations for legal compliance and

respect for human rights. We will discontinue relationships with suppliers and third parties who fail to meet our standards engaging in unlawful and unethical conduct.

In continuous efforts to ensure that modern slavery is not taking place in our supply chains, PSV has developed several new contract templates, which include a statement by which PSV suppliers certify that their business and supply chain is maintained in a lawful and socially responsible way including, among other things, that neither human trafficking nor slavery or forced labour takes place in any part of their business, and that they do not use slavery nor forced labour in any of its forms, including human trafficking. The new contract templates are now used with all new suppliers to PSV.

Due diligence

The Organisation carries out due diligence processes to ensure that slavery and/or human trafficking does not occur in its organisation or supply chains, including a review of its suppliers. The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with Modern Slavery.

In accordance with s54(4) of the Modern Slavery Act 2015, the Organisation has taken/is taking the following steps to ensure that modern slavery is not taking place:

- We outline our expectations and requirements to our suppliers to ensure they comply with the Modern Slavery Act in the Supplier Code of Conduct (SCoC).
- Carry out regular audits to ensure our employees are paid at least the National Minimum Wage and have the right to work in the UK & Ireland.
- Appointed a named individual to oversee the compliance with the Modern Slavery Act – Purchasing Director and Group HR Officer.
- Modern Slavery Supplier Risk Assessment - If any issues or concerns are identified, and the supplier is unwilling or unable to make the required improvements, then we would start a formal contract review process which could terminate the contract and remove the supplier from our approved supplier listing.

Our Policies on Slavery and Human Trafficking

The Organisation has the following policies, which further define its stance on modern slavery, recruitment policy, supplier code of conduct, whistleblowing policy and a corporate social responsibility policy.

- Whistleblowing Policy
- Recruitment Procedure
- Modern Day Slavery - Supplier Code of Conduct
- Anti-Slavery and human trafficking policy
- Prevention of illegal working policy

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to all our senior employees using e-learning.

These modules teach them to recognise the signs of forced labour and human trafficking and what to do if a case of modern slavery is identified in the UK. As part of our due diligence process, we also require our business partners to provide training to their staff, suppliers, and providers and to certify that this has been completed.

Measuring our effectiveness

The potential for Modern Slavery is one of the key risks identified within our risk assessment. We utilise the metrics from our due diligence activities to develop our strategies for carrying out audits and verifying suppliers' compatibility.

Ongoing Review

PSV Glass & Glazing Ltd will review its supply chains, external operations, and internal operations annually to check compliance with the above policy and that our policy is being implemented effectively.

Statement Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the financial year ending September 2023. It was approved by the Managing Director on the 29th of April 2024.

Responsibility for policy

The Managing Director has overall responsibility for ensuring this policy with support from the board of Directors, Senior Management and Managers having a day-to-day responsibility to ensure compliance with our legal and ethical obligation.

Management at all levels is responsible for ensuring that those reporting to them understand and comply with this policy and are given adequate and regular training on the issue of modern slavery in supply chains.

This Policy Statement Modern Slavery Act 2015 has been approved and authorised by:

Name: Nik Andrews

Position: Managing Director

Date: 29/04/2024