

Modern Slavery and Human Trafficking Policy Statement

About Us –

Sole Automotive Glass Holdings Ltd, including all subsidiaries, Allscreens Nationwide Ltd and Nationwide Windscreen Services Ltd (The Company) are an automotive glazing repair and replacement company with multiple sites across the UK. We operate our services both in our fixed branch locations alongside our mobile services, meaning we can meet our customers' demands at a time and place convenient for them.

Definitions:

- **Slavery** - Exercising powers of ownership over a person
- **Human trafficking** - the unlawful act of transporting or coercing people to benefit from their work or service, typically in the form of forced labour or sexual exploitation.
- **Servitude**- The obligation to provide services is imposed by the use of coercion
- **Forced or compulsory labour**- Work or services are exacted from a person under the menace of any penalty and for which the person has not offered themselves voluntarily.

Our Commitment to the principles of the Modern Slavery Act 2015-

We are committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

We operate several policies and procedures which reflect our commitment to acting ethically in all our organisational relationships and supply chains and to implementing and enforcing effective systems and controls.

We encourage all employees to speak up if they witness any behaviour which concerns them. Everyone, regardless of role, has a responsibility to report any suspicious activity as soon as possible. This should be reported to the employees line manager and escalated via our HR team where required.

We will continue to review our policies to ensure that they are effective and appropriate. Subject to changes in legislation, this policy will be reviewed and updated accordingly.

Training –

To ensure all employees hold a detailed understanding of the risks associated with modern slavery and human trafficking we provide training via:

1. The Companies Learning Management system.
2. Maintaining awareness via internal communications, posters etc.
3. Providing further information to useful websites, organisations, helplines etc.

Our Supply Chain –

All relevant supplier contracts will contain an anti-slavery clause. This clause, which flows down through all layers of our supply chain, prohibits suppliers and their employees from engaging in slavery or human trafficking. We ask suppliers and contractors to complete an annual questionnaire which helps us assess the level of risk associated with their company. If any issues are identified then this is escalated to the senior stakeholders in the business, with all methods of remediation to be available (up to and including exiting the relationship with the supplier).

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Recruitment –

We follow an extensive process which involves carrying out all relevant checks regarding prospective employees' eligibility to work in the UK, in accordance with the government's guidelines and our internal procedures.

Future steps –

We will continuously monitor our organisation's approach to the risks of modern slavery and human trafficking and all policies and procedures will be assessed accordingly to ensure they remain fit for purpose.

Statement Approval –

This statement has been approved by the Board of Directors for the financial year ending 2023.

 Recoverable Signature

X Daniel Sole

Daniel Sole

Director

Signed by: b1415a47-9447-43af-a3c6-c480af25fbe3

