



Belron UK Limited Modern Slavery:

Our approach to making a difference.

Introduction

This is Belron UK Limited's eighth Modern Slavery statement issued under the Modern Slavery Act 2015. Our statement outlines the steps we take as a business to prevent slavery and human trafficking in our own operations and in our supply chains.

We will always treat people in our business and supply chain fairly and we expect our own suppliers to request the same of people who supply to them. We always review and improve our practices to ensure that we have the most effective practices in place to avoid any negative impact on human rights. Our structure and business Belron UK Limited trades as Autoglass® and Laddaw®:-

Autoglass® repairs or replaces and calibrates almost any type of glass of any make, model or age of vehicle. We serve circa eight hundred thousand customers every year, and we operate a fixed site service and a mobile service so that we can serve our customers wherever it's convenient for them.

Laddaw is a wholesaler and distributor of vehicle replacement glass and other associated products. Each year we distribute circa 2.4m products across our network of branches and wholesale network. Belron UK Limited is part of the Belron group, whose purpose is to make a difference by solving people's problems with real care. Belron is the worldwide leader in vehicle glass repair and replacement and recalibration (VGRRR), with circa 30,000 employees, and operating in 37 countries, through wholly owned businesses and franchises. Belron UK Limited is a subsidiary of Belron International Limited.

The majority of products required for our core activities are in vehicle glass repair and replacement. They include, windscreens, other vehicle glass parts, associated accessories, and the tools and consumables required in our operations. Many of these are sourced globally through our parent company which also publishes a Modern Slavery Act statement, (www.belron.com). We also source products for re-sale, and goods and services for use by the UK business.

Our policies in relation to slavery and human trafficking

Our parent company is a signatory to the United Nations Global Compact initiative which means we support 10 principles within four important areas: human rights, labour, the environment, and anticorruption. We select our suppliers based on clear and fair policies, without bias or favouritism, and require them to demonstrate social and environmental responsibility, high standards of ethical behaviour, and compliance with all relevant legislation. Our Way of Working also sets out our approach with regards to human rights and labour conditions, and we are committed to aligning our practices with international regulatory frameworks and responsible business conduct.

Our values, of being caring, genuine, collaborative and driven guide our decisions and support our actions. We encourage transparency and trust, and a Responsible Business approach. Our intranet hosts a section relating to modern slavery which contains links to our e-learning, our statement, and our policy as well as contact details for our Speak Up line and the government helpline (<https://www.modernslavery.gov.uk/start>). The information is readily available to all employees. By maintaining these resources and aligning our practices with international regulations, we reinforce our position as a responsible business leader and contribute to global efforts to eliminate modern slavery.

Our due diligence processes

With regards to recruitment, we follow a rigorous process that includes carrying out appropriate checks

regarding each individual's eligibility to work in the UK. Once recruited, all employees follow an induction process that includes Our Way of Working which describes the behaviours we expect of everyone who is employed by us and those with whom we partner. Our people are committed to ensuring that discrimination, harassment and bullying are all deemed unacceptable, and we ensure that everyone's human rights are respected.

Relationships with our partners and suppliers are based on integrity and to ensure they are in line with our sustainable procurement policy.

We encourage our people to speak up if they witness any behaviour which concerns them. Everyone, regardless of role, has a responsibility to speak up and challenge if they are asked to do something or are witness to something, which is not aligned to our principles and ethical standards. They can contact their line manager, or if they would rather do so anonymously, they can report through our independently managed "Speak Up" line. **All reports to the "Speak Up" line are investigated, and appropriate actions taken.**

We externally benchmark our responsible business commitments and practices regularly, including using an externally assessed sustainability tool and externally certified audits against our related management systems

i.e. Assessment against the internal standard for Occupational Health and Safety ISO45001. These external assessments assess our policies, actions and results in the areas of the environment, labour practices and human rights, fair business practices, health and safety and procurement. For our material suppliers, our Supplier Code of Conduct, which was updated in 2023, includes our expectations in relation to human rights and labour conditions; These suppliers are required to comply with the Supplier Code of Conduct when they supply their products and services to us. Our specialist Source to Contract Software which is used for supplier onboarding, is also used to strengthen the due diligence process in relation to slavery and human trafficking, and all material suppliers are asked to complete a supplier questionnaire.

Steps we are taking to assess and manage the risk

We recognise that Modern Slavery is a growing global issue that can occur throughout the supply chain, and we understand our responsibility to prevent the risks of human trafficking, forced, bonded and child labour, and to respect human rights in our business and supply chain. For this reason, regular meetings are in place to understand all potential risks related to our business operations and to review the effectiveness of the company's processes to combat slavery and human trafficking in our supply chain. We then put in place steps that are aimed at ensuring that there is no slavery or human trafficking within our own business and supply chains. The potential for Modern Slavery is one of the key risks we assess in our internal and external assessments and our review of our supply chain.

We require our key suppliers to provide confirmation of annual modern slavery compliance that demonstrate their commitment to preventing slavery and human trafficking within their operations and supply chains.

Should any instances of supplier non-compliance with our modern slavery requirements be identified we have established clear escalation procedures involving direct engagement with the supplier, requiring immediate corrective action plans with specified timelines. Persistent or serious breaches would trigger a formal review process involving our procurement, legal, and risk management teams. In cases where suppliers would fail to demonstrate adequate improvement or where serious violations were identified, we would reserve the right to suspend or terminate contractual relationships. All escalation decisions would be documented and reported to senior management to ensure appropriate oversight and to inform future supplier selection and monitoring processes.

Governance Structure

The Board of Directors of Belron UK Limited has established clear governance structures to ensure effective oversight and management of modern slavery compliance throughout our business operations.

Our governance framework establishes accountability at the highest level of our organisation and ensures that modern slavery risks are identified, assessed, and managed appropriately across all business functions.

Additionally, our governance framework establishes clear escalation procedures for modern slavery concerns, ensuring that any potential issues identified through our due diligence processes, employee reporting mechanisms, or external audits are promptly brought to senior management attention for appropriate investigation and remediation. The Board maintains ultimate responsibility for ensuring that our business operates free from modern slavery and human trafficking in all its forms.

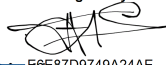
Training our staff

All employees receive comprehensive training on our Code of Conduct, which includes protecting human rights and covers all forms of human trafficking including child labour, as part of the Learning Journey that all employees complete during their induction and existing employees complete as part of their annual refresher training. As at December 2025, 99.9% of employees had completed this Code of Conduct training.

Through this training programme, we ensure that substantially all of our workforce receives education on identifying and preventing modern slavery and human trafficking in our operations and supply chains.

Regulatory Compliance Framework

We are committed to maintaining the highest standards of regulatory compliance across all aspects of our operations. Our approach is guided by comprehensive frameworks that ensure transparency, accountability, and continuous improvement in our business practices and supply chain management.

DocuSigned by:

59F87D0749A24AE

Taxiarchis Konstantopoulos – Managing Director

Date: 17 December 2025

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Belron UK Limited during the financial year ending 31st December 2025 and was approved by the Belron UK Limited board on 11 December in 2025.

©Belron UK Limited 2025