

## **Belron UK Limited**

### **Modern Slavery: Our approach to making a difference.**

#### **Introduction**

This is Belron UK's fifth 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 on any make, model or age of vehicle. We serve around 1 million 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 week we distribute over 60,000 products across our network of branches.

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, with over 25,000 employees, in over 30 countries across 5 continents. 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. 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 anti-corruption. We choose our suppliers on clear and fair policies without bias or favouritism. They must all demonstrate that they are socially and environmentally responsible and have high standards of ethical behaviour and comply with all relevant legislation. Our Way of Working also sets out our approach with regards to human rights and labour conditions.

Our values, of being caring, genuine, collaborative and driven guide our decisions and support our actions. We encourage transparency and trust, and champion corporate social responsibility.

Our intranet has a section about modern slavery which contains links to our e-learning, our statement, and our policy as well as contact details for our speakup line and the government helpline. The information is readily available to all employees.

### **Our due diligence processes**

We have a cross functional team to assess how best to address modern slavery. The team is made up of specialists from Procurement, Legal, Health & Safety and Corporate Responsibility.

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. 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 environment, labour practices and human rights, fair business practices, health and safety and procurement.

Our Supplier Code of Conduct, which was updated in 2020, includes our expectations in relation to human rights and labour conditions; 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 all supplier onboarding, is used to strengthen the due diligence process in relation to slavery and human trafficking, and all suppliers are asked to complete a questionnaire in this connection.

### **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.

### **Measuring our effectiveness**

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 then develop our strategy for carrying out audits to verify the results of our due diligence. The number of suppliers audited increases year on year.

### **Training our staff**

We have an e-learning module specifically on modern slavery and human trafficking which is 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 2020, 98% of employees had completed their annual mandatory MSA training.

*Taxiarchis Konstantopoulos*

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**Taxiarchis Konstantopoulos – Managing Director**

Date 08-07-2021

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 31 December 2020 and was approved by the board on 7 July 2021.