

POLICY NAME:	MODERN SLAVERY	DATE:	JANUARY 2026
POLICY REVISION:	02	BY	JONATHAN CLARK
REVIEW PERIOD:	ANNUALLY	REVIEW:	JANUARY 2027



MODERN SLAVERY POLICY



POLICY NAME:	MODERN SLAVERY	DATE:	JANUARY 2026
POLICY REVISION:	02	BY	JONATHAN CLARK
REVIEW PERIOD:	ANNUALLY	REVIEW:	JANUARY 2027



CONTENTS

1. AMENDMENTS AND UPDATES 3

2. PURPOSE 3

3. SCOPE 3

4. COMMITMENT 3

5. SUPPLY CHAIN MANAGEMENT 3

6. RISK ASSESSMENT AND MANAGEMENT 3

7. EMPLOYEE AWARENESS AND TRAINING 4

8. REPORTING AND REMEDIATION 4

9. RESPONSIBILITIES 4

10. REVIEW AND CONTINUOUS IMPROVEMENT 4

POLICY NAME:	MODERN SLAVERY	DATE:	JANUARY 2026
POLICY REVISION:	02	BY	JONATHAN CLARK
REVIEW PERIOD:	ANNUALLY	REVIEW:	JANUARY 2027



1. AMENDMENTS AND UPDATES

ISSUE	DATE	AMENDMENT / CHANGE
FIRST	Unknown	All previous versions saved in 'Archive' server
02	Jan 2026	Template, wording and sections, part of GFS improvement process.

2. PURPOSE

The purpose of this policy is to define Glass and Framing Solutions Limited's commitment to combating all forms of modern slavery and human trafficking. In alignment with the Modern Slavery Act 2015, we recognise our duty to uphold human rights across our operations and supply chain.

This policy underscores our zero-tolerance approach to modern slavery, ensuring that our practices and partnerships reflect our ethical responsibilities.

3. SCOPE

This policy applies to:

- All employees, temporary staff, agency staff and contractors working at Glass and Framing Solutions Limited.
- All third-party suppliers, contractors, and business partners are expected to comply with the principles outlined in this policy.

4. COMMITMENT

We recognise our responsibility to prevent and address modern slavery risks; the key commitments include:

- **Legal Compliance:** Ensuring compliance with UK labour laws and the Modern Slavery Act 2015.
- **Human Rights Respect:** Upholding the rights of all employees and workers in our supply chain, ensuring fair wages, reasonable working hours, and safe, healthy working conditions.
- **Ethical Business Practices:** Continuously reviewing and updating practices that support ethical business across all operations, including in countries where governance structures may be weaker.

5. SUPPLY CHAIN MANAGEMENT

To manage risk associated with modern slavery, Glass and Framing Solutions Limited implements the following measures:

- **Supplier Code of Conduct:** All suppliers must sign and adhere to a Code of Conduct which ensures compliance with the Modern Slavery Act 2015 and internationally recognised labour standards (Such as the International Labour Organisation (ILO) Standards).
- **Due Diligence:** We conduct regular Risk Assessments of our supply chains to identify potential modern slavery risks. This includes supplier audits and monitoring high-risk geographics or industries.
- **Supplier Audits:** Periodic reviews, including on-site inspections of factories and facilities, are carried out, especially with suppliers in high-risk regions.

6. RISK ASSESSMENT AND MANAGEMENT

As part of our due diligence, Glass and Framing Solutions Limited implements a structured Risk Assessment framework:

- **Mapping of Supply Chains:** We identify and assess parts of our supply chains where the risk of modern slavery is highest.
- **Contractual Clauses:** Our supplier contracts include provisions that require compliance with modern slavery laws, and we reserve the right to terminate relationships with suppliers found in violation of these requirements.

POLICY NAME:	MODERN SLAVERY	DATE:	JANUARY 2026
POLICY REVISION:	02	BY	JONATHAN CLARK
REVIEW PERIOD:	ANNUALLY	REVIEW:	JANUARY 2027



- **Continuous Improvement:** We continuously monitor and improve our processes, adapting to evolving regulations and industry best practices.

7. EMPLOYEE AWARENESS AND TRAINING

Training is critical to empowering our workforce to recognise and respond to modern slavery risks, we provide:

- **Awareness Training:** All employees, especially those in procurement and supply chain roles, receive training on how to identify and respond to potential modern slavery incidents.
- **Whistleblower Protection:** We provide a confidential and anonymous whistleblowing mechanism to report concerns to modern slavery or human trafficking.

8. REPORTING AND REMEDIATION

We are committed to ensuring that any instance of modern slavery is reported, investigated, and addressed:

- **Reporting Mechanisms:** Any suspicions or evidence of modern slavery can be reported anonymously through a designated whistleblower hotline or email.
- **Remedial Action:** If modern slavery is identified within our operations or supply chain, we take immediate corrective actions. This may include reporting to relevant authorities, terminating supplier contracts, and collaborating with labour rights organisations to support affected workers.

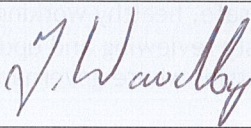
9. RESPONSIBILITIES

The Directors of Glass and Framing Solutions Limited are responsible for ensuring the implementation and adherence to this policy.

10. REVIEW AND CONTINUOUS IMPROVEMENT

This policy will be:

- Reviewed annually by Senior Management or more frequently if legislation or business operations change.
- Updated as necessary to ensure continued compliance and effectiveness.
- Supported by periodic audits and feedback mechanisms to identify and address potential weaknesses.

SIGNED:	
NAME:	Tony Waudby
TITLE:	Managing Director
SIGNED FOR:	Glass and Framing Solutions Limited
DATE:	15 th January 2026