

Belron UK Limited

Modern Slavery: Our approach to making a difference

Our structure and business

Belron UK Limited trades as Autoglass® and Laddaw®:-

Autoglass repairs or replaces 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 through our parent company. 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.

During 2019 we developed a section on our intranet specifically about modern slavery. It 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.

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. All employees follow an induction process that includes Our Way of Working. This 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. We ensure that everyone's human rights are respected; relationships with our partners and suppliers are based on integrity; and we have a sustainable supply chain.

We encourage our people to speak up if they witness any behaviour which concerns them. This can be done internally or through our independently managed "Speak Up" line. All reports to the "Speak Up" line are investigated and appropriate measures taken.

We benchmark our corporate responsibility commitments each year using an externally assessed sustainability tool that is based on the United Nations Global Compact principles, ISO2600 framework and the Global Reporting Initiative. This programme assesses our policies, actions and results in the areas of environment, labour practices and human rights, fair business practices and sustainable procurement.

We have a Supplier Code of Conduct, which 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.

We are continuing to develop our specialist Source to Contract Software to strengthen the due diligence process in relation to slavery and human trafficking. It is used for all new supplier onboarding into the business and we are continuing to roll out to our existing suppliers also.

Steps we are taking to assess and manage the risk

We believe that modern slavery can occur throughout the supply chain. For this reason, quarterly 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

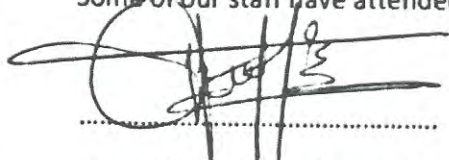
The potential for Modern Slavery is one of the key risks we assess. We use the output from the assessment report to develop our strategy for carrying out audits to verify the results of our due diligence.

Training our staff

We have an e-learning module to raise awareness for anyone involved in procuring goods and services with specific modules on modern slavery and human trafficking. This module builds on the existing Procurement Good Practice Guide. An e-learning module specifically on modern slavery and human trafficking is part of the Learning Journey that all employees complete during their induction and most existing employees also completed the module during April/May 2019 following a reminder to the business. It is compulsory for all staff and additional e-learning modules supporting Our Way of Working are also compulsory to new and existing employees.

During 2019 we raised awareness throughout the business by compulsory e-learning training, putting posters in our warehouses and offices and by articles on our company intranet.

Some of our staff have attended courses run by external providers.



Taxiarchis Konstantopoulos – Managing Director

Date 22/06/2020

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 2019.