

# Modern Slavery Act



## Voluntary Slavery and Human Trafficking Statement

We are committed to improving our practices to combat modern slavery in our business by taking steps, as far as we are able, to ensure that our supply chains are free from slavery and human trafficking. This statement sets out the steps we have taken in 2024-2025 to understand potential modern slavery risks within our business structure and supply chain, as well as the steps taken to eradicate these risks.

## About Us

We are a leading supplier of high-quality windows and doors to the UK's trade, commercial, social housing and new build sectors. Our annual turnover is under £36million. Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to identify risks and tackle modern slavery and human trafficking in our business and in our supply chains.

## Our Commitment to Ethical Trading

We acknowledge our responsibilities in relation to tackling modern slavery and we commit to complying with the provisions of the Modern Slavery Act 2015. We understand that this requires an ongoing review of both our internal practices in relation to our labour force and, additionally our supply chains. Window Supply Company does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

## Due Diligence and Risk Assessment

To help identify and monitor the risk of slavery and human trafficking in our supply chain we vet suppliers and sub-contractors to ensure that they are committed to ethical labour practices. We include anti-slavery and human trafficking provisions in all our contracts with suppliers. We only employ agency workers through reputable employment agencies that adhere to our anti-slavery and human trafficking statement.

## Effectiveness in Combating Slavery and Human Trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been at ensuring that slavery and human trafficking is not taking part in any part of our business or supply chains:-

- The percentage of suppliers and sub-contractors vetted for ethical labour practices.
- The number of inspections of direct suppliers and sub-contractors in our supply chains in the past year.
- The number of reported breaches in the past year.
- Percentage of staff receiving training on identifying and addressing the risk of slavery and human trafficking in our business and supply chains.

## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

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