

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

Introduction

Modern slavery and Human Trafficking is an unquestionable and indefensible violation of an individual's basic human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking. All of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Principles

Unique Window Systems Limited recognises that it has a moral and social responsibility and we have a zero-tolerance approach to modern slavery and human trafficking in all forms.

We are committed to acting ethically and with integrity in all our business dealings and relationships by ensuring there is transparency in our own business and in our approach to tackling modern slavery and human trafficking throughout our supply chains.

We are committed to preventing slavery and human trafficking in all our activities, and ensuring, as far as we are able to, that our supply chains are free from slavery and human trafficking.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes.

Practices

We undertake due diligence when considering taking on new suppliers.

This due diligence includes:

- Understanding our supply chain so as to identify and assess particular product or geographical risks of modern slavery and human trafficking.
- Evaluating modern slavery and human trafficking risks through the completion of our Supplier Evaluation.
- Terminating our relationship with suppliers that fail to improve their performance in line with an action plan or violate our supplier code of conduct.

We have adopted the following values that assist our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- We encourage openness and will support all our employees who raise genuine concerns relating to unlawful conduct, malpractice, dangers to the public or the environment, and any other matter of a serious nature in good faith under this policy.
- We are committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to declare that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

Business Ethics Policy

Our Business Ethics Policy sets out the core values which we expect to be observed throughout the Company.

Training and Awareness

Training and Awareness on this policy and on the risk our business faces from modern slavery and human trafficking in its supply chains, forms part of the induction process for all individuals who work for us, including supply chain management and relevant roles and regular training will be provided as necessary.

Approval

This Policy statement has been approved by the Managing Director – Mr Atul Patel who will review and update it annually.

Signed



Sunil Patel
Joint Managing Directors



Atul Patel
January 2025
Review Date January 2026