

## Modern Slavery Act Transparency Statement

Anglian Windows Ltd. operates in the UK serving the retail, public sector and commercial markets. The company manufactures and installs a wide range of home improvement products designed to improve the aesthetics, security and energy efficiency of properties. The Group has an annual turnover in excess of £250m and an employed workforce of approximately 2,000 people. Our head office and manufacturing plants are based in Norwich, and Anglian have a network of sales outlets and installation depots across the UK mainland.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps being taken by Anglian to understand all potential modern slavery risks to its business and to ensure that modern slavery or human trafficking is not taking place in any of its supply chains, and in any part of its own business.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Anglian has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within any part of our business or our supply chains. Below are set out policies and practices in place during the 2018/19 financial year and actions Anglian are committed to taking during 2019/20.

## Anglian Policies

Anglian have a number of policies and practices in place to ensure that Anglian are conducting business in an ethical and transparent manner. These include:

### Modern Slavery

Anglian's Modern Slavery Policy sets out its stance on modern slavery and explains how Anglian will handle such issues. It also includes guidance as to how to identify and report any suspected issues and where to find further information or guidance.

### Recruitment

Anglian operate a robust recruitment and selection process. This includes ensuring that appropriate identity checks are carried out in accordance with our Prevention of Illegal Working Policy, to establish that all new employees are eligible to work in the UK.

### Agency Workers

Anglian only source agency workers from reputable UK employment agencies who comply with the Agency Worker Regulations and carry out the appropriate identity checks to establish that workers are eligible to work in the UK.

## Pay

Anglian complies with National Living Wage. All employees are paid directly into a personal bank or building society account in their name.

## Whistleblowing

Anglian encourage all its employees and any other individual working for or on behalf the Company to report concerns about suspected malpractice or wrongdoing, whether related to activities within the Company or to its suppliers or sub-contractors. The Anglian Whistleblowing Policy provides guidance as to how to raise concerns. It also provides reassurance to any individual raising a concern that this will be taken seriously, investigated appropriately, that their confidentiality will be respected and that they are able to raise genuine concerns without fear of reprisals, even if they turn out to be mistaken. Further guidance and support is available from the Whistleblowing Officer and an independent confidential helpline.

## Supply Chain

Anglian has a complex supply chain with a variety of commercial relationships with third parties and this is a key area of focus for Anglian's anti-slavery activities.

All suppliers and sub-contractors of the Anglian Group will have access to this Statement and the Anglian's Modern Slavery Policy and will always be made aware of the standards of behaviour Anglian expects from them.

The procurement team completed the following activities during 2018/19:

- Industry standard training in relation to the Modern Slavery Act;
- Risk assessment of suppliers and sub-contractors in Anglian's top 80% of annual spend;
- Assess any identified risks with existing and new suppliers or sub-contractors and take appropriate action in accordance with the principles of the Modern Slavery Act.

The procurement team will commence the following activities during 2019/20:

- Maintain industry standard training in relation to the Modern Slavery Act;
- Risk assessment of suppliers and sub-contractors in Anglian's top 80% of annual spend;
- Assess any identified risks with existing and new suppliers or sub-contractors and take appropriate action in accordance with the principles of the Modern Slavery Act.

This statement was approved by the Board of Directors.