

Belron International Limited

Modern Slavery: Our approach to making a difference

Our structure and business

Belron® makes a difference by solving people's problems with real care. We are the worldwide leader in vehicle glass repair and replacement (VGRR), employing more than 25,000 people, over half of whom are highly skilled technicians. We have operations in over 30 countries, across five continents and own more than ten well-known brands in the industry including Carglass® across Europe, Autoglass® in the UK ([view the Autoglass® MSA statement](#)) and Safelite® in the USA. Belron International Limited, which is based in the UK, acts as the global support centre for all our businesses, which are each managed locally by an executive team.

Our culture, which we call the "Spirit of Belron", can be described using the following words: driven, collaborative, genuine and caring. We are a signatory to the United Nations Global Compact and are committed to embedding the 10 principles, set out by the initiative, across the business. In accordance with this, each year we publish our [Communication on Progress](#). Principle 4 states that, "Businesses should support the elimination of all forms of forced and compulsory labour". We commit to this through [Our Way of Working](#) and our corporate responsibility benchmarking programme. We ensure that the Articles of the United Nations Universal Declaration on Human Rights are assessed, prioritised and implemented. We strive to ensure that there is no inhumane treatment (including any form of forced labour, physical punishment or other abuse) of our people or of those in our supply chain.

We benchmark our corporate responsibility commitments each year using an externally assessed sustainability tool based on the United Nations Global Compact principles, ISO26000 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 globally source products required for our core activities in vehicle glass repair and replacement. This includes, windscreens, other vehicle glass parts, associated accessories, and the tools and consumables required in our operations. We also source products for re-sale and products for general use within our business. Each of our business units is responsible for the operation and management of its own supply chain.

Our approach

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.

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 Code of Conduct when they supply their products and services to us.

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 we partner with. 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. Refresher training sessions are run periodically as required.

We encourage our people to speak up if they witness any behaviour that 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.

Our due diligence processes

We provide suppliers with our Supplier Code of Conduct and expect them to comply with its requirements. On-going adherence with our Supplier Code of Conduct for existing suppliers is ensured through a programme of formal audits and site visits, which are performed regularly by a member of our Procurement Team and third party experts. The audits include observing labour practices and contain procedures for any observed risk or non-compliance. The supplier must follow and fully rectify any non-compliance.



David Meller
Director
Belron International Limited Board

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Belron International Ltd during the financial year ending 31 December 2016.