



MODERN SLAVERY STATEMENT

This statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out the approach taken by Allied Glass Containers Limited to understand all potential modern slavery risks related to its business and the actions undertaken to mitigate any such risks during the financial year ended **7th December 2019**.

Allied Glass is committed to delivering high standards of corporate governance and a key element of this is managing the Company in a socially responsible way. The Company aims to employ the highest ethical and professional standards and always to comply with all laws and legislation applicable to our business.

Our Business

Allied Glass is an independently owned premium glass bottle manufacturer which designs, develops, and manufactures luxury glass packaging.

A supplier of bespoke glass packaging to the spirits industry, we produce beautiful glass bottles for a range of iconic international brands whilst also supporting the very smallest craft producers of whisky and gin.

The Company has 660+ employees, across 4 sites in West Yorkshire.

Our Suppliers

Our manufacturing process includes significant volumes of materials and services, including energy, raw materials, moulds, consumables, packaging, and logistics. As such we have a number of preferred suppliers for these materials and services, all of whom are expected to have noted our requirement and to have established similar arrangements in regard to our commitment to uphold ethical standards.

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Recruitment Policy – we operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.



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- Whistleblowing Policy – we operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business, or supply chain, without fear of reprisals.
- Ethical Trading Policy – which clearly sets out our commitment to ethical trading and the code of practice that we expect all our suppliers to work towards.

Improvement

As a Company who are committed to preventing slavery and human trafficking in our corporate activities, we are putting in place all the necessary measures to help identify, prevent and mitigate any incidents of modern slavery in our operations and supply chain.

To this end, over the last 12 months significant improvements have been made in increasing our capability to address the risk of modern slavery. These improvements include:

- Allocated resource for human rights issues (Social Governance Manager)
- Revised and strengthened Supplier Risk Assessment process
- New Ethical Trading Policy

Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No incidents of modern slavery are identified during ethical/compliance audits.
- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

We do not have key performance indicators in relation to slavery or human trafficking, as any instance would be expected to be a breach of law, our supplier standards, and/or our company policies.

This statement is approved by the Board and is signed on its behalf by **Mr. Alan Henderson**,

CEO:

Mr. Alan Henderson

Date: 13/08/20

CEO



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