



MODERN SLAVERY POLICY

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 8th **December 2018**.

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; it follows that Allied Glass is committed to preventing slavery and human trafficking in its corporate activities.

Our Business

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

The company's aim is to be a supplier of inspirational bespoke glass packaging available to the entire spirits industry, producing 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 600+ employees, across 4 sites in West Yorkshire.

Our Suppliers

Suppliers of our materials are expected to have noted the requirements and to have established similar arrangements which include respecting our commitment to uphold ethical standards.

To achieve this all suppliers are required to complete an ethical trading questionnaire annually and are audited if any concerns arise.

Due to the nature of our business and our approach to governance, we assess that there is a very low risk of slavery and human trafficking in our business and supply chains. However, we aim to periodically review the effectiveness of the relevant policies and procedures that we have in place.

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.
- 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.

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 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**.

Signed: *Alan Henderson*

Date: *19/2/19*



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