



Modern Slavery and Human Trafficking Act Statement

This statement sets out the approach taken by Charles Pugh (Glass) Ltd to understand all potential modern slavery and human trafficking risks related to its business, and the actions undertaken to mitigate any such risks.

Charles Pugh (Glass) Ltd is a UK distributor of vehicle glass products and other associated items within the automotive glazing industry. Our head office is in Pinxton, Nottingham and we have branches throughout the UK, where in total we employ in excess of 100 employees. Our supply chain consists of UK, European and Worldwide suppliers of automotive glass products and associated consumable products, computer software, equipment and office supplies.

As part of our voluntary commitment to ensuring that human trafficking risks are eliminated, the company have a recruitment policy and procedure with formal right to work and employment checks for all potential employees. We also work within a preferred supplier list for employment agencies that we work with for the supply of labour.

Charles Pugh (Glass) Ltd is committed to delivering high standards of corporate governance and a key element of this is managing in a socially responsible way. The Company aims to employ the highest ethical and professional standards and always to comply with all local laws and regulations applicable to our business; it follows that Charles Pugh (Glass) Ltd is absolutely committed to preventing slavery and human trafficking in its corporate activities and its supply chains.

Although we are not required to statutorily implement Anti-Slavery and Human Trafficking policy and procedure, we have an intention to work towards this.

We have a Whistleblowing policy and procedure which encourages workers to report any concerns they wish to raise.

Progress and Targets 2019-20

Current	2019-20
We currently do not undertake awareness training.	We propose that the company will provide training awareness via e-learning for all relevant employees who have the responsibility of recruiting and/or purchasing for the business by the end of 2020.
We currently do not undertake supply chain questionnaires.	We propose to draft a relevant supply chain questionnaire that will provide our business with assurances that our key suppliers are committed to the prevention of slavery and human trafficking by the end of 2020.

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

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 signed on its behalf by:

A handwritten signature in black ink, appearing to read 'D. Pugh', with a stylized flourish at the end.

David Pugh, Managing Director

January 2020