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## 1. Introduction

This statement sets GDUK Door Solutions Ltd. (‘the Company’)s actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 April 2019 to 31 March 2020.

As part of the manufacturing and service industry, the Company recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The Company is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

## 2. Organisational structure and supply chains

This statement covers the activities of GDUK Door Solutions Ltd.:

- Importing all or part of products for installation
- Manufacturing and assembly of products
- Installation of products, as well as servicing and maintaining of third-party doors
- Visits to site, including customer and suppliers

## 3. Responsibility

Responsibility for the Company’s anti-slavery initiatives is as follows:

- HR is responsible for ensuring that the policy is kept up to date in line with legislative or company changes
- Line managers are responsible for conducting risk assessments where they believe a particular activity is classed as high risk, such as importing goods from third parties or countries
- Line managers are responsible for conducting investigations into suspected slavery
- Training is available from the HR department and information on external training courses is available from HR.

## 4. Due diligence

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company’s due diligence and reviews include:

- mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;
- evaluating the modern slavery and human trafficking risks of each new supplier as part of a general human and labour rights assessment;
- reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping;
- conducting supplier audits or assessments through the Company’s own staff, which have a greater degree of focus on slavery and human trafficking where general risks are identified;
- taking steps to improve substandard suppliers’ practices, including providing advice to suppliers and requiring them to implement action plans such as conducting their own investigations or risk assessments;
- participating in collaborative initiatives focused on human rights in general

- invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship where appropriate
- review all existing supply chains by the end of the financial year.