

# Modern Day Slavery Policy for Capital Window Tinting

**Last Updated: 29/09/2024**

**Introduction:** Capital Window Tinting is committed to ensuring that modern slavery and human trafficking are not present in our business operations or supply chains. We uphold the highest ethical standards and have a zero-tolerance approach to slavery and human trafficking.

**Policy Objective:** The purpose of this policy is to outline our commitment to preventing modern slavery and human trafficking in all forms within our operations and to ensure compliance with relevant legislation.

**Scope:** This policy applies to all employees, contractors, consultants, and any third parties working on behalf of Capital Window Tinting.

## 1. Our Commitment:

- We are dedicated to maintaining policies and systems that safeguard against modern slavery and human trafficking.
- We are committed to acting ethically and with integrity in all business dealings and relationships.

## 2. Supply Chain Management:

- We strive to work with reputable suppliers who share our values regarding human rights and fair labour practices.

## 3. Risk Assessment and Management:

- We regularly assess the risk of slavery and human trafficking in various aspects of our business.
- We take appropriate steps to address and mitigate any identified risks.

## 4. Employee Awareness and Training:

- All employees are informed about modern slavery and this policy, ensuring they understand how to recognize potential signs and what actions to take.
- Training is provided to employees, emphasizing our values and expectations in relation to human rights and labour standards.

## 5. Reporting Concerns:

- Employees and partners are encouraged to report any concerns or suspicions regarding modern slavery or human trafficking.
- Reports can be made confidentially and without fear of retaliation to [enquiries@capitalwindowntinting.co.uk](mailto:enquiries@capitalwindowntinting.co.uk).

## 6. Continuous Improvement:

- We are committed to continually improving our practices to combat modern slavery and human trafficking.
- Regular reviews of our policies and practices are conducted to ensure ongoing effectiveness and compliance.

**Consequences of Non-Compliance:** Any breach of this policy may result in disciplinary action, including contract termination and potential legal action.

**Contact:** For questions or more information about this policy, please contact us.