

This statement is made on behalf of Masco UK Window Group Limited pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31 December 2019.

## **Organisational structure**

Masco UK Window Group Limited provides the complete solution for specifier, fabricators and installers in PVCu products for all market sectors. A vertically integrated business that controls full product specification from R&D, extrusion, frame and glass fabrication to New Build specification and distribution to our network of approved fabricators and installers. The Group has over 1,400 employees and operates in the United Kingdom.

## **Our Business**

The main trading company is Masco UK Window Group Limited which operates through four divisions.

## **Our Supply Chains**

Our supply chains include purchasing materials, sub-contracting, design consultants, environmental and other associated trades and services connected with window manufacture.

## **Our Approach**

As one of the UK's largest window manufacturers, we work to the highest professional standards and comply with all laws, regulations and rules relevant to our business. We pride ourselves on our reputation for honesty, integrity and excellence in everything that we do. We ensure our facilities meet specific criteria for human rights, working conditions and protection of the environment.

## **Our Policies on Modern Slavery and Human Trafficking**

We have zero tolerance to slavery and human trafficking. We are committed to ensuring that there is no modern slavery, servitude and forced compulsory labour or human trafficking in our supply chains or in any part of our business. Our Modern Slavery and Human Trafficking Policy reflects our commitment to implementing effective systems and controls to ensure that this commitment is met.

Our Masco Anti-Slavery Compliance Team help to ensure that our Modern Slavery and Human Trafficking Policy is complied with and to manage concerns or breaches. We also have a clear Whistleblowing Policy which allows any genuine concerns about any wrongdoing or breaches of law to be raised in confidence and without fear of disciplinary action.

## **Due Diligence**

To enable us to identify and mitigate risk we are developing systems to ensure our entire supply chain and those who work for us implement our policy and we do already have some implemented systems in place: -

- a VPHR who will, as part of their role, review internal HR processes and policies to understand and to address the potential for modern slavery and human trafficking in our staffing structure;
- a Head of Procurement who will, as part of their role, review our supply chain agreements when they are due for renewal to ensure compliance with our policy, as well as seek positive statements from and engage with key suppliers regarding their policies and procedures on modern slavery and;
- a Chief Financial Officer who will, as part of their role, maintain day-to-day responsibility in relation to those activities directly employed by us and will audit internal control systems and procedures to ensure they are effective in countering modern slavery and;
- a confidential telephone line where concerns, including any regarding modern slavery and human trafficking can be raised and;
- the Masco Corporation's Supplier Business Practices Policy.

### Supplier Adherence to our Values

To ensure all those in our supply chain and contractors comply with our values we require that our zero tolerance approach is communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and that it is reinforced as appropriate thereafter. We may cease to engage with individuals and organisations working on our behalf if they do not comply with our approach

This statement has been approved by the Organisation's Board of Directors who will review it on an on-going basis and update it annually.

Signed By:

VPHR



Date:

Signed By:

  
Head of Procurement

Date: 25-3-19

Signed By:

  
Chief Financial Officer  
  
CEO

Date: 21.3.19