



MODERN SLAVERY POLICY

1. Policy Statement

Glen Group Limited is committed to conducting all business ethically, with integrity and in accordance with the Modern Slavery Act 2015.

We have a zero-tolerance approach to all forms of modern slavery, forced labour, servitude and human trafficking. We are committed to preventing modern slavery within our own operations and throughout our supply chain.

This policy supports our Modern Slavery Statement and applies to all employees, agency workers, contractors, subcontractors and anyone working on behalf of Glen Group.

2. Our Commitment

Glen Group will:

- Comply with the requirements of the Modern Slavery Act 2015.
- Treat all employees fairly, with dignity and respect.
- Ensure employment is freely chosen and that no individual is forced to work against their will.
- Pay employees in accordance with all applicable employment legislation.
- Carry out appropriate checks on suppliers and labour providers where appropriate.
- Promote a culture where concerns can be raised without fear of retaliation.

3. Employee Responsibilities

All employees are responsible for:

- Working in accordance with this policy.
- Remaining alert to signs of modern slavery or exploitation.
- Reporting any concerns immediately to their line manager or through the Company's Whistleblowing Policy.
- Supporting Glen Group's commitment to ethical employment practices.
- Employees must never ignore or conceal concerns regarding suspected modern slavery.

4. Recognising Modern Slavery

Examples of warning signs may include:

- Workers appearing fearful or controlled by others.
- Individuals not in possession of their own identification documents.
- Signs that someone is working excessive hours without adequate pay.
- Workers living in poor or overcrowded accommodation arranged by others.
- Individuals being unwilling or unable to speak freely.
- These indicators do not always mean modern slavery is taking place, but they should be reported.

5. Reporting Concerns

Any employee who suspects modern slavery or human trafficking must report their concerns immediately to:

- Their Line Manager
- A Senior Manager
- Human Resources
- Through the Company's Whistleblowing Procedure
- All reports will be treated seriously and investigated appropriately. Glen Group will not tolerate retaliation against anyone raising genuine concerns in good faith.

Prepared By	Reviewed By	Approved By	Version 6
Alan North	Kim Stevens	Ross Barnes	July 2026
Document No: GGL/Policies/Modern Slavery and Human Trafficking/005			



6. Responsibilities

Directors and Managers are responsible for ensuring:

- This policy is communicated to all employees.
- Appropriate action is taken where concerns are raised.
- Suppliers and subcontractors are expected to operate to the same ethical standards.

7. Monitoring and Review

This policy will be reviewed annually or sooner if legislation or business requirements change.

Managing Director
Glen Group Limited

Dated 7th July 2026

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