

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

Introduction

DOVISTA UK LIMITED recognises that slavery and human trafficking is a blight on society and endeavours to understand all potential modern slavery risks related to its business. This statement sets out the steps being taken by DOVISTA UK LIMITED to ensure 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 1st April 2020 to 31 March 2021.

Organisational structure and supply chains

This statement covers the activities of DOVISTA UK LIMITED. DOVISTA UK LIMITED design and supply windows and doors into the UK construction and building industry. DOVISTA UK LIMITED windows are manufactured in our factories in Poland and Lithuania, with some ancillary products sourced from local suppliers.

DOVISTA UK LIMITED is owned by DOVISTA A/S. DOVISTA expects all the Group's companies to never tolerate child labour or any other human rights abuses. The DOVISTA Group joined the UN Global Compact in 2016 and has since drafted and submitted an annual "Communication On Progress" (COP) to the UN Global Compact. The DOVISTA Group is 100% owned by VKR Holding A/S, which is owned by foundations and family and which has a long-established commitment to corporate social responsibility.

DOVISTA UK LIMITED are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

With our UK operation the key areas that could be affected by slavery and human trafficking are our employees, agency workers, sub-contractors providing after sales support to our customers, and suppliers providing trade goods and ancillary items. We mitigate risks in each of these areas in the following way:

Employees

- We verify that all employees have the right to work in the UK upon commencement of their employment.
- We make all employees aware of their terms and conditions of employment through their contracts of employment and our Employee Handbook.
- All employees are paid into a bank or building society account in their name.

Agency Workers

- We only source agency workers from reputable UK employment agencies who comply with the Agency Worker Regulations 2010 and carry out the appropriate identify checks to make sure that workers are eligible to work in the UK.

Sub-Contractors

- We require sub-contractors to ensure that their employees are eligible to work in the UK.
- We verify our sub-contractors conform to our expected Code of Conduct through active monitoring procedures.

Suppliers

- All suppliers of directly sourced materials in the UK are required to conform with UK laws and are subject to verification procedures before they are placed on our Preferred Supplier List. We continue to monitor their approach to ensuring that their own supply chains remain free from modern slavery and human trafficking.
- All suppliers of materials to the DOVISTA Group are required to sign up to the Group's Code of Conduct.

Whistleblowing

Our Whistle-blower Procedure allows any employee or third party to confidentially raise a concern.

Training & Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. Our employees are required to complete training in our Code of Conduct on an annual basis through our e-learning system.

This statement will be reviewed and updated where required on an annual basis. Responsibility for compliance lies with the leadership team. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes DOVISTA UK LIMITED slavery and human trafficking statement for the financial year ending 1st April 2020 to 31 March 2021.

Signed on behalf of DOVISTA UK LIMITED



Nick Brown

Managing Director

<https://vkr-holding.com/vkr/csr/?lang=en>