

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Premier Windscreens Edinburgh

Automotive Glazing & ADAS Calibration

Issue Date: 18 June 2026 | Review Date: 18 June 2027

Approved By: David Conquer, Owner / Managing Director

Ref: PWE-MSA-001

Company:	Premier Windscreens Edinburgh
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1 INTRODUCTION

Premier Windscreens Edinburgh is committed to acting ethically, with integrity and transparency in all business dealings and to implementing effective systems and controls to safeguard against modern slavery and human trafficking within our business and supply chains.

Although Premier Windscreens Edinburgh is not legally required to publish a statement under Section 54 of the Modern Slavery Act 2015 due to its size and turnover, we voluntarily adopt this statement as part of our commitment to responsible business practices.

✓ We have a zero-tolerance approach to modern slavery, forced labour, servitude, human trafficking and exploitation in any form.

2 OUR BUSINESS

Premier Windscreens Edinburgh is an independent automotive glazing company providing:

- Windscreen replacement
- Windscreen repair
- Vehicle glass replacement
- ADAS calibration services
- Mobile automotive glazing services

The company operates primarily throughout Scotland, including Edinburgh, Fife, Perthshire, Dundee and the Scottish Borders.

Our workforce consists of directly employed staff, apprentices and approved subcontractors where required.

3 OUR COMMITMENT

Premier Windscreens Edinburgh is committed to:

- Treating all employees fairly and with respect.
- Providing a safe and healthy working environment.
- Complying with all relevant employment legislation.
- Preventing exploitation within our business.
- Promoting ethical business practices.
- Working with suppliers who share similar values.

✓ **We will not knowingly engage with organisations involved in slavery, forced labour or human trafficking.**

4 OUR SUPPLY CHAINS

Our supply chain primarily includes:

- Automotive glass manufacturers
- Automotive glazing distributors
- Adhesive and consumable suppliers
- Tool and equipment suppliers
- Vehicle and fleet service providers
- Training and accreditation providers
- Waste management contractors

We recognise that risks within our sector are generally considered low; however, we remain committed to monitoring our supply chain and encouraging ethical standards among suppliers.

5 EMPLOYMENT PRACTICES

Premier Windscreens Edinburgh is committed to ensuring that:

- Employment is freely chosen.

- Employees have the right to leave employment subject to contractual notice requirements.
- Employees receive written terms and conditions of employment.
- Employees receive lawful rates of pay.
- Employees are not subject to unlawful deductions.
- Employees are treated with dignity and respect.
- Employees are free from discrimination, harassment and victimisation.

■ **We do not tolerate any form of forced, bonded or involuntary labour.**

6 RECRUITMENT

The company seeks to ensure all recruitment activities are conducted fairly and legally. We will:

- Verify an individual's right to work in the United Kingdom.
- Follow lawful recruitment procedures.
- Ensure employees understand the terms of their employment.
- Avoid practices that could lead to exploitation.

✓ **We do not charge recruitment fees to employees.**

7 SUPPLIER EXPECTATIONS

Premier Windscreens Edinburgh expects suppliers and subcontractors to:

- Comply with applicable employment laws.
- Prohibit forced labour and human trafficking.
- Treat workers fairly and with dignity.
- Maintain safe working conditions.
- Pay workers lawfully and fairly.

Where concerns arise regarding a supplier's practices, the company reserves the right to investigate and review the relationship.

8 REPORTING CONCERNS

Employees, contractors and suppliers are encouraged to raise concerns where they suspect:

- Modern slavery
- Forced labour
- Human trafficking
- Worker exploitation
- Unethical employment practices

Reports will be treated seriously and investigated appropriately.

✓ Individuals raising concerns in good faith will not suffer retaliation or detriment.

9 TRAINING AND AWARENESS

Management will seek to maintain awareness of modern slavery risks and encourage employees to report concerns where appropriate.

Employees are expected to remain vigilant and report any suspected incidents of exploitation encountered during the course of their work.

10 MONITORING AND REVIEW

Premier Windscreens Edinburgh will:

- Review this statement annually.
- Monitor any concerns raised.
- Review supplier relationships where appropriate.
- Continually promote ethical business practices.

11 APPROVAL

This statement has been approved by the management of Premier Windscreens Edinburgh and reflects the company's commitment to preventing modern slavery and human trafficking within its business operations and supply chains.

APPROVAL

Signed:

Date:

David Conquer

18 June 2026

Owner / Managing Director

Review Date: 18 June 2027

Premier Windscreens Edinburgh