

OUR BUSINESS

Glasgows Ltd is a UK based events, digital and film agency supplying services to public, private and third sector clients of all sizes. We have been in business for over 30 years. Our business is predominantly carried out throughout the UK.

Our financial year end is 30th June.

OUR SUPPLY CHAINS

Our suppliers are mostly UK based and include audio-visual and production support companies, creative service companies, information technology providers, couriers and logistic support companies, hospitality service providers, office cleaning companies and professional advisers.

We have developed long standing relationships with our core supply chain and we consider ourselves to be relatively low risk in relation to modern slavery given the services we provide and the type of suppliers we use. It is our mission to help eradicate slavery and human trafficking so we will continue to monitor and check our suppliers irrespective of length of relationship to ensure all risks are minimised.

POLICIES AND PROCEDURES

Slavery and human trafficking are an abuse of a person's freedoms and rights. We are fully committed at every level in the organisation to reducing the risk within our business operations and supply chain. To support this commitment we have implemented the following policies:

Our **recruitment procedures** incorporate a detailed right to work check which involves verifying documents, obtaining references and carrying out HMG Baseline security checks.

Our **Grievance Policy** gives employees the opportunity to raise any areas of concern in terms of behaviour or work practices and ensures grievances can be elevated to Director level if not dealt with appropriately at a lower level.

Our **Equal Opportunities Policy** ensures that all employees, clients and suppliers are treated fairly and equally.

Our **Harassment and Dignity at Work Policy** ensures all are treated with respect.

Our **Equal Pay Policy** ensures all are treated fairly.

Our **Whistleblowing Policy** gives employees the opportunity to raise concerns over any actual or suspected wrongdoing.

Our **Anti Bribery Policy** ensures total transparency and fairness in dealings with our supply chains and clients.

DUE DILIGENCE PROCESSES

Our Senior Management Team are fully briefed on the Modern Slavery Act and policies and procedures are in place to help ensure there is no modern slavery in our supply chains.

We have contacted our regular suppliers to obtain evidence that they also have policies and procedures in place to address the risk of modern slavery.

We continually monitor our supply chain, in particular new suppliers, to identify any potential risk areas and take corrective action where needed.

We have reporting mechanisms in place to highlight any concerns over modern slavery.

MEASURING EFFECTIVENESS

We review all our policies annually to ensure they remain effective in meeting all legal obligations and requirements, including the Modern Slavery Act.

We will continue to monitor our suppliers to ensure they also remain compliant and will cease trading with any supplier who cannot provide necessary assurances.



Signed:

Tim Lowell - Director

Date:

14.10.19