



## **Modern Slavery Statement**

**DURA Automotive Body & Glass Systems UK Limited** is committed to improving our practices and driving out acts of modern day slavery and human trafficking from within our business and from within our supply chains. The Company acknowledges its responsibility under the Modern Slavery Act 2015 and will ensure transparency within our organization and with our suppliers of goods and services.

We are part of the DURA Automotive Systems Group (“DURA”), and our ultimate parent company is DURA Automotive Systems, LLC. DURA’s head office is in Auburn Hills, Michigan, U.S.A. DURA has over 9,500 employees and operates in 14 countries.

We 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 Code of Business Conduct 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.

### **Social Responsibility at DURA**

We pride ourselves on being a company that operates with integrity, makes good choices, and does the right thing in every aspect of our business. We will continually challenge ourselves to define what being a responsible company means to us, and work to translate our definition into behavior and improvements at DURA. We seek to align our social and environmental efforts with our business goals and continue to develop both qualitative and quantitative metrics to assess our progress.

DURA’s Code of Conduct, acknowledged by each DURA employee and required to be followed by all of DURA’s suppliers, establishes the principle of adherence to the laws wherever we do business and to DURA’s internal rules. It requires the addressees to treat all individuals with respect and fairness and to observe basic human rights, including those set forth in the Universal Declaration of Human Rights of the United Nations and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the International Labor Organizations. This includes the prohibition of forced labor and the provision of fair working conditions.

Source: [DURA Social Responsibility Commitment](#)



## **Due Diligence and Risk Management and Risk Assessment**

DURA takes its responsibility seriously and regularly reviews its measures in its supply chain for safeguarding human rights and combatting modern slavery and human trafficking. DURA has required all of its suppliers to subscribe to DURA's Code of Conduct or to adhere to their own ethical rules, which must be comparable to DURA's rules. In addition to emphasizing human rights and prevention of forced or child labor, our Code of Conduct requires safe and humane work conditions for all DURA employees.

## **Effectiveness Measures and Consequences**

In order to ensure DURA's suppliers' adherence to the Code of Conduct and/or its fundamental principles, any of DURA's employees performing an audit of a supplier (quality, environment, safety and health or other) is required to report any deviation from the Code of Conduct to Compliance. Additionally, as part of the pre-assessment of a supplier before entering into a supply relationship, plant visits are carried out as a part of the review to obtain an impression of the prevailing working conditions.

When violations of our Code are found, consequences may range from discussions with suppliers about remedial measures up to the suspension or termination of the supply relationship.

## **Communication and Training**

In addition to suppliers committing themselves to the principles of DURA's Code of Conduct, every new employee of DURA has to acknowledge DURA's Code of Conduct when being hired. DURA performs regular compliance training, which include all employees and address in particular those who deal directly with suppliers (e.g. in Purchasing, Quality, etc.).

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes DURA Automotive Body & Glass Systems UK Limited's slavery and human trafficking statement.



For and on behalf of the DURA Executive Leadership Team in March, 2019.

Dave Pettyes  
Executive Vice President Global Human Resources

Jonathan Greenberg  
General Counsel & Secretary

Kevin Grady  
Executive Vice President & Chief Financial Officer  
Director of DURA Automotive Body & Glass Systems UK Limited