

Modern Slavery Statement

This Modern Slavery Act statement is made pursuant to section 54 of the Modern Slavery Act 2015 for the financial year ending 31 March 2022 and has been approved by the Managing Director of the Alternative HAN Company (“Alt HAN Co”).

Our commitment

We recognise that we currently live in a world where slavery and human trafficking happens, and we will take all necessary steps to eradicate the occurrence of these practices in our supply chain.

We will ensure our policies and procedures are robust, transparent and promote ethical business practices.

Should any evidence of modern slavery and/or human trafficking be found we will not hesitate to take appropriate immediate action.

We believe combating modern slavery and working ethically starts with us, we therefore have a suite of policies and procedures in place to support this including:

- a. We are an equal opportunities employer;
- b. No forced labour is used;
- c. We ensure all employees are at least 18 years of age and are eligible to work in the UK via independent pre-employment ID checks;
- d. All employees receive annual training appropriate to their job role, including employee wellbeing;
- e. We provide a safe working environment and publish a Health & Safety policy;
- f. All full-time employees work a Monday to Friday daytime 37.5 hour week contract, with flexible working arrangements including working from home;
- g. We pay the Real Living Wage and plan to become an accredited employer;
- h. We do not operate zero hours contracts; and
- i. We have a whistleblowing policy in place.

Our Due Diligence

We extend our commitment to our suppliers by making them aware of our policies and expect the same standards in return.

Our core suppliers are expected to meet the requirements of the Real Living Wage annually and are encouraged to have their own Modern Slavery procedures in place.

A risk assessment is in place for potential new suppliers before engagement and we monitor this when working with them. We do this to ensure standards are met, highlight areas of potential risk in our supply chain and reduce the risk of slavery and human trafficking occurring.