

Modern Slavery Statement

This is our second statement on Slavery, forced labour, human trafficking and Modern Slavery and is made in accordance with section 54 of the Modern Slavery Act 2015 for the financial year ending 31 March 2023 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, forced labour, human trafficking and modern slavery happens, and we will take all necessary steps to eradicate the occurrence of these practices in our supply chain. We believe modern slavery is unacceptable and we constantly strive to develop, policy, procedures and practice to manage the way we obtain our goods and services and supply our goods and services, to keep our supply chains robust. To date we have had no reports of modern slavery within our company or our supply chains.

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.
- j. Our Employee Assistance Programme also provides staff with a secure way of seeking advice about a range of topics including modern slavery or human trafficking issues personally affecting them or their families.

Training, Capacity and looking forward

Raising awareness of on Slavery, forced labour, human trafficking and Modern Slavery within our business is important to Alt HAN Co. During the next 12 months we aim to up-skill our staff to understand the drivers and indicators of modern slavery by providing training and development opportunities.

We will strengthen our due diligence approach to managing the risk of Modern Slavery within our business and our supply chains and will act and address immediately any concerns that are identified.

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.