Modern Slavery Policy

1. Purpose
Alpha Assemble Ltd is committed to preventing modern slavery and human trafficking in our business and supply chains. This policy sets out our approach to identifying, preventing and responding to modern slavery risks in line with the Modern Slavery Act 2015.

2. Scope
This policy applies to all employees, agency workers, contractors and suppliers who provide goods or services to in the UK and overseas.

3. Our Responsibilities
The directors are responsible for approving this policy and overseeing its implementation. Day-to-day responsibility sits with Managers who are responsible for ensuring their teams understand and apply this policy.

4. Risk Assessment
We assess modern slavery risks by considering supplier location, sector, the nature of goods/services, labour profile and spend. We review our risk assessment annually or when circumstances change.

5. Due Diligence
Before onboarding new suppliers, we conduct proportionate checks, which may include questionnaires, references, certification reviews and right-to-work checks for labour providers. Higher-risk suppliers may be subject to additional verification or audits.

6. Contractual Controls
Our contracts include obligations to comply with anti-slavery laws, provide information on request, allow audits or site visits where appropriate, and permit termination for breach of this policy or applicable laws.

7. Training And Awareness
We provide training to employees involved in procurement, HR and supplier management so they can identify risks and follow our procedures.

8. Reporting Concerns
If you have concerns or suspect modern slavery, report it immediately to the directors. Reports can be made anonymously. Retaliation against anyone who raises a concern in good faith is prohibited.

9. Response And Remediation

We will investigate reported concerns promptly. Where issues are identified, we will seek to work with the supplier to remediate and prevent recurrence. We may suspend or terminate relationships where necessary.

10. Monitoring And Review

We monitor effectiveness through KPIs such as supplier screening rates and training completion. This policy is reviewed at least annually by and updated as needed.

11. Communication

This policy is available to all staff and suppliers. It is included in induction materials and supplier onboarding packs.

The latest version of this policy is available on our website (www.alphaassemble.com).

Approved by: Elizabeth Richardso