

Alchemmy

Modern Slavery Policy

Policy Background

The Modern Slavery Act does not apply to Alchemmy due to the size of our turnover. However, as a responsible employer, we abide by the principles of the legislation. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Alchemmy ensures integrity in all our business dealings and relationships and has implemented and will enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude and we expect that our suppliers will hold their own suppliers to the same high standards. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives and business partners. This policy does not form part of any employee's contract of employment and we may amend it at any time.

Responsibility for the Policy

The Senior Leadership Team has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. The Delivery & Assurance Director has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given any required training.

Compliance with the Policy

All staff must ensure that they read, understand, and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control. Staff are required to avoid any activity that might lead to, or suggest, a breach of this policy. They must notify their manager OR the Delivery & Assurance Director as soon as possible if it is believed or suspected that a conflict with this policy has occurred or may occur in the future. Staff are encouraged to raise concerns about any issue of suspicion of modern slavery in any parts of our business or the supply chains of any supplier tier at the earliest possible stage. If it is believed or suspected that a breach of this policy has occurred or that it may occur it must be reported to a manager or member of the SLT immediately. Alchemmy encourages openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any part of our supply chain.

Communication and Awareness of Policy

Training on this policy, and on the risk our business faces from modern slavery in its supply chain, will be provided where needed. Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Breaches of this Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with clients or other individuals and organisations working on our behalf if they breach this policy

