

Modern Slavery Policy

Modern Slavery Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Alpha House Limited (AHL) are taking to ensure that modern slavery or human trafficking does not take place within our business or supply chain.

AHL have a zero tolerance approach to any form of modern slavery. Modern slavery encompasses slavery, servitude, human trafficking and/or forced labour. We are committed to acting ethically, with integrity and transparency in all our business actions and activities, ensuring that effective systems and controls are in place to safeguard against any form of modern slavery taking place within our business or supply chains.

Part of our business involves importing products manufactured in Asia and Europe. Our customers are primarily well-established, European or North American based companies which we do not consider to be high risk. Alpha House's main focus of the applicable legislation is within our supply chain directly.

Our Policies

We operate and apply a number of internal policies to ensure that we are conducting business in an ethical manner. The majority of these are covered in our Employee Handbook which is read and signed by all employees when they join AHL. For this Statement we highlight our:

Anti-slavery policy

This policy sets out the organisation's stance on modern slavery to explain and train how employees can identify any instances of this and where they can go for help.

Recruitment policy


We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. This includes working with carefully selected recruitment partners which support with eligibility checks and upholding our internal policies. Each employee also receives an annual review conducted by Management.

Whistleblowing policy

We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals. Any such concerns can be raised to the Managing Director or external HR Consultant in strict confidence.

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Equal Opportunities policy

The Company supports the principle of equal opportunities and opposes discrimination on the grounds of sex, age, sexual orientation, gender reassignment, marital status, pregnancy and maternity, race, religious belief or disability. As such, the Company takes every possible step to ensure that employees are treated equally and fairly in respect of these matters.

Commitments and Principles

A set of commitments and principles are shared within the Employee Handbook, detailing the manner in which we behave as an organisation and how we expect our employees to act.

Bullying and harassment policy

We encourage an environment in which everyone is entitled to work without harassment, victimisation and bullying. Clear procedures are set to report any such unacceptable behaviour to enable our employees to work in an atmosphere of mutual trust, dignity and respect.

Suppliers

The majority of our suppliers are companies that we have long term relationships with. We require employees with the responsibility to arrange supply contracts to ensure they request the necessary information to complete a supplier evaluation.

Training

We provide training for all employees to help identify the signs of modern slavery, in particular for those individuals involved in arranging supply contracts. This ensures our policies are being applied consistently.

We will act if reports are received from employees, the public or law enforcement agencies to indicate that modern slavery practices have been identified within our supply chain.

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