

## Modern Day Slavery Policy

### 1. Statement of Intent

Alliance (“the Company”) is vehemently opposed to the use of slavery in all forms; cruel, inhumane or degrading punishment; and any attempt to control or reduce freedom of thought, conscience and religion. The Company is committed to driving out acts of human trafficking and modern day slavery within its business and supply chains in accordance with the provisions set out in the Modern Day Slavery Act 2015. This includes, but is not limited to, ensuring that no worker is being threatened or intimidated to work against their will, has to pay a third party in order to give them work, is having their bank account or identity documents controlled by another, or is being forced to live in the UK against their will.

### 2. Our Business Structure

*The Company is made up of the following departments;*

- Senior Management
- Accounts
- Customer Service
- Marketing
- Sales
- Warehousing and Distribution

### 3. Areas of Risk

Alliance acknowledge the importance of being alert to all risks relating to modern day slavery within our business and supply chain and is actively engaged in contributing towards the eradication of such issues globally.

Alliance is aware that heightened risks of modern day slavery occur in all low paid work across the business. The Company’s particular areas of concern are warehousing and distribution. A full companywide assessment has been made in April 2016 which has confirmed that Alliance pays in excess of the minimum wage to all employees across all areas of the business.

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Alliance acknowledges that the risk of modern day slavery is higher in certain parts of our supply chains. Product categories which include overseas sourcing such as bespoke products and guest toiletries are higher risk areas due to the increased prevalence of modern day slavery issues in South and South-East Asia, Africa and South America where traditionally operatives can be among the lowest paid globally. Alliance has trading partners in the Far East that assess all of our direct imports to ensure that ethical trading standards are maintained throughout. All other imports come from branded and well known UK suppliers. In all instances we strive to request and assess their policy and conduct with regards to modern day slavery concerns.

#### **4. Steps Taken**

We maintain transparency in our recruitment processes. Procedures are in place to ensure that we are able to confirm the identities of all staff members upon hiring, and communicate clearly policies and procedures regarding fair payment.

Alliance has an established Health and Safety Policy, updated annually, to support the maintenance of safe and fair working conditions for all employees.

Alliance seeks to work with suppliers who are committed to upholding the Ethical Trade Initiative's Base Code of standards in all of their business operations. While we acknowledge that we inevitably have varying degrees of control over the operational policies of our suppliers, we commit to carrying out a full audit on all potential suppliers. This audit includes considering the Corporate Social Responsibility of a supplier's practice paying particular attention to issues surrounding modern day slavery and human trafficking.

We keep a record of all suppliers who turnover in excess of £36 million and request ethical assurance policies annually in order to ensure complete compliance with the provisions set out in the Modern Day Slavery Act, 2015.

Alliance commits to developing our understanding of supply chain issues as they arise and consistently maintain transparency and the highest level of social responsibility in all of our business practices. The Company seeks to continually improve upon its existing policies and procedures in line with developments in our knowledge and understanding in order to work towards the eradication of modern day slavery and human trafficking globally.

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## 5. Responsibility for implementation of this policy

Alliance has a zero tolerance policy for all issues regarding modern day slavery and human trafficking concerns and is committed to the confident management of all arising concerns in line with this policy.

All employees should raise concerns relating to issues of modern day slavery in accordance with the Company's Whistleblowing Policy.

This policy will be reviewed annually or in line with developments in knowledge and changes in relevant legislation

**This policy has been approved & authorised by:**

A handwritten signature in black ink, appearing to read 'P Bonson', written in a cursive style.

Name: Paul Bonson

Position: Director

Date: 1.3.18