

## Modern Slavery and Human Trafficking Statement

Company Name:	Alium Consultancy Ltd.
Document:	Modern Slavery statement
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### INTRODUCTION FROM THE BOARD OF DIRECTORS

At Alium Consultancy Limited we understand the importance of equality in the workplace. This statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 (MSA) and summarises how Alium Consultancy operates, the policies and processes in place to minimise inequality in the workplace and the procedures in place to promote long term viability of the business.

Alium Consultancy ("we", "us" or "our") is committed to preventing slavery and human trafficking violations in its own operations, its supply chain and ensures all employees are free of exploitation. We are committed to the highest standards in transparency, as shown in our Employee Handbook and we have zero tolerance towards slavery and require our supply chain to comply with our values.

### BACKGROUND

Alium Consultancy Limited ("The Company") is the main trading entity of Alium Consultancy Limited. We are a specialist IT and Healthcare Recruitment Company that sources and supplies niche technology and healthcare talent.

We are fully committed to ensuring no human trafficking, slavery or any forced labour, in any form is present within our organisation or suppliers. We accept a social responsibility to be aware of the risks. All employees and contractors expected to report any concerns however small. Management are trained to act upon any information that may indicate there could be a problem.

We are an equal opportunities employer, fully committed to creating and ensuring a non-discriminatory, inclusive and respectful working environment for all our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

## OUR SUPPLYCHAIN

As a provider of recruitment services, we consider our supply chain to be relatively limited compared to other goods and service providers. We use external services for maintenance and general support of our office such as cleaning, telecommunications and online timesheet services for our contractors. We outsource IT and Legal services nevertheless keeping a close relationship and therefore visibility of our supply chain.

We audit all our suppliers in the supply chain to ensure there is a limited risk of labour exploitation. This is shown in our due diligence processes. They demonstrate our commitment to protecting Human Rights.

## DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

### Our Own Business

As part of our own business, we supply temporary personnel to a number of clients. In this respect we have established and audited procedures to ensure that those employees:

- Have a right to work in the UK. This involves asking the individual directly to view their passport. A delay in providing the passport might indicate a modern slavery issue;
- Where we provide payroll services as required by our own clients, we check that such temporary personnel have a bank account in their own name into which their remuneration is paid; and
- Where we are responsible for such temporary personnel whilst they are employed on our client's premises, they are free to leave their assignment on reasonable notice.
- In addition, our employees, through the Employee Handbook, are made aware of the Company's requirement for employees to support and uphold human rights principles and know that Alium Consultancy will not tolerate, engage in or support the use of, forced labour.
- All employees are provided with a clear contract of employment
- All personnel placed by us receive an annual questionnaire.
- We ask to review the Slavery and Human Trafficking Statement of any suppliers that we contract with.
- As a service industry account manager build longstanding relationships with clients, contractors and candidates and we make clear our position on Modern Slavery and Human Trafficking, any suspicion of such would be reported back to management.

We will further to embed the principles through 2021-22 and monitor by:

- Providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensuring that staff are appropriately trained to look out for signs of modern slavery when engaging with the stakeholders we regulate.
- Ensure when undertaking review of relevant HR policies they include the consideration and prevention of risks of engagement of people or groups through Modern Slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year end 31.12.2021 Approved by the Board 13.10.21.

Ana Vilhete Director  
Alium Consultancy Limited