

Modern Slavery & Human Trafficking Policy Statement

Modern slavery is defined as the illegal exploitation of people for personal or commercial gain. It includes;

- forced labour
- servile or forced marriage
- debt bondage
- human trafficking
- sale, abuse and manipulation of children, and
- slavery practices.

A. Algeo Ltd. (Algeos) are committed to the requirements of the Modern Slavery Act 2015 and confirm our abhorrence of slavery, bonded labour, human trafficking or any other form of coerced activity in our own business and that of our supply chain.

We believe in the fundamental rights of individuals and we declare that we will not abide any compulsory working practices; bonded or forced labour; child labour; forced marriage or modern slavery, in any aspect of our supply chain or business operations, as we believe in an individual's fundamental rights at work.

We build relationships with our employees, clients and business partners based on trust, respect, accountability, and professionalism. We wish to conduct all our business affairs with integrity, transparency, and honesty. Our values reflect a core belief that integrity and ethics are both fundamental and non-negotiable elements of our business.

We have introduced other policies, procedures and mandatory training for all employees that contribute to ensuring modern slavery does not occur in our business or supply chain. Our policy includes guidance and information to enable our employees to make ethically appropriate decisions that are consistent with our values. We expect and encourage our colleagues to report any issues or concerns they may have about potential ethical or moral violations, including concerns regarding fundamental human and labour rights; training in both 'modern slavery' and 'corporate social impact and responsibility' forms part of every new employees' induction and all colleagues are required to complete specific training modules on a regular basis thereafter too.

We have a risk register which details our risk assessment of the issues of modern slavery and have set ourselves internal KPIs to reduce the possibility of this occurring in our business and that of our suppliers and partners.

Where possible we conduct all business practices 'in house' so that we do not have to utilise services from other parties, however we do require supply partners to provide services or products we are unable to produce. Of the business partners we continue to work with, we have continued to review the existing controls and processes, as well as their effectiveness, to mitigate the risk of modern slavery entering our supply chain. All must undergo specific due diligence before we will contract with them and are subject to annual reviews; our supply partners are asked to sign our Code of Conduct which sets out expectations regarding labour practices. This Supplier Code of Conduct, includes but is not limited to, all aspects of forced, involuntary and/or child labour.

All suppliers must ensure that partners implement their own practices to mitigate any risk, and have measures in place for remedial action if ever required.

Max Sheridan
Managing Director

2nd January 2024