

**ARCHITECTURAL LOUVRE PRODUCTS & SERVICES (trading as
ALPS Ltd.)**

MODERN SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

POLICY REVIEW DATE: March 2024

Mark Platten.

Mark Platten
Managing Director
ALPS Limited

March 2023



This statement is made as a result of the implementation of the Modern Slavery Act 2015.

Slavery and forced labour can take many forms, including child labour or human trafficking. It is the policy of ALPS Ltd. not to tolerate forced labour (including human trafficking) or child labour in our operations. We expect our supply chains to have suitable anti-slavery and human trafficking policies and processes in place. As part of the construction industry ALPS Ltd. understands the responsibility it has to take a robust approach to human trafficking and slavery.

ALPS Ltd. vets its external contractors to ensure they have the requisite accreditations and are appropriately qualified for the roles they are asked to undertake. These services are UK based and we therefore consider them as lower risk. Given what ALPS Ltd. understands to be a low risk profile of anyone supplying us with services being involved in slavery and/or human trafficking, we believe our current procedures and ability to rely on regulatory oversight in relation to professional services are sufficient. We remain committed to maintaining and improving systems and processes to prevent human rights violations related to our own operations and that of our supply chain.

It is the policy of ALPS Ltd. to:

- Comply with all legislation, importantly the Immigration Act 2015.
- Ensure that all employees are made aware of their individual obligations in respect of modern slavery & human trafficking.
- Encourage the reporting of concerns and the protection of 'whistle blowers'.
- Ensure that all staff, including temporary workers, have written contract of employment.
- Make sure that all staff are legally able to work in the UK and that appropriate checks have been made.
- Ensure all staff know their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to.
- Use indicative pricing statistics to assess fees from agencies offering or charging suspiciously low rates.
- ALPS Ltd. will ensure compliance of this policy through management meetings, site visits & internal and external audits.