

Alcumus Anti-Slavery and Human Trafficking Statement

May 2018

Alcumus Anti-Slavery and Human Trafficking Statement

We are proud of the steps we have taken to combat slavery and human trafficking and our commitment to meet our obligations under the Modern Slavery Act 2015. This statement applies to all the companies which form the Alcumus Group. We take a zero-tolerance approach to non-ethical practices and we are committed to acting professionally, fairly and with integrity in all our business dealings and supply chain relationships, wherever we operate, implementing and enforcing effective systems to uphold ethical standards and to combat modern slavery and human trafficking.

Organisation's Structure

We are a provider of Health and Safety and Certification related professional services to a wide range of industry sectors and are predominately UK focussed. We are part of the Alcumus Group, and our ultimate parent company is Alcumus Group Limited which has its head office in the United Kingdom. We employ around 525 employees nationally and operate throughout the United Kingdom.

Our Business

Our business constitutes five business streams which offer a range of services including Certification Services, SafeContractor Accreditation, Compliance Software, Health and Safety and Accredited Training, COSHH Advisory Services and Health and Safety Consultancy. Legal entities which operate within the Alcumus Group include the following:

- Alcumus Holdings Limited
- Alcumus SM&MS Limited
- Alcumus PSM Limited
- Alcumus ISOQAR Limited
- Alcumus Info Exchange Limited
- Alcumus Sypol Limited
- Alcumus SafeContractor Limited trading as SafeContractor
- Alcumus HSE Limited

Our Supply Chain

Our supply chain consists of third party associates and consultants, UK based SMEs, and local businesses where possible, which have the requisite technical skills and qualifications to help us deliver our services.

Our Policies

We are committed to ensuring that there is no modern slavery, human trafficking or forced labour in our supply chains or in any part of our business. As part of this commitment, we have the following policies within the Alcumus Group:

- Modern Slavery Policy;
- Whistleblowing Policy;
- Code of Conduct Policy;
- Bribery Corruption Policy.
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These policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place

anywhere in our supply chains. We ensure that our suppliers are aware of our key policies and encourage them to adhere to the same high standards. This is consistent with the Alcumus Group Corporate Values which we adopt in our approach to employees, suppliers, associates and customers (which can be found on our website).

Due Diligence

As part of Alcumus Group's efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, where we source products or services from overseas we have in place systems to identify and assess potential risk areas, and to mitigate the risk of slavery and human trafficking occurring in our supply chains.

Our procedures are designed to establish, assess and monitor areas of potential risk of slavery and human trafficking occurring in our businesses and their respective supply chains; put in place measures as appropriate to reduce this risk and provide adequate protection for whistle-blowers.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, where appropriate, we look to educate our staff to recognise the risks of modern slavery in our business and supply chains. We also require our business partners and suppliers to provide training to their staff, suppliers and providers.

Concluding Remarks

This statement has been approved by the Alcumus Group Limited Board of Directors and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Alcumus Group's slavery and human trafficking statement for the current financial year in which it is written.



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