


Modern Slavery Policy



Note: This document is the property of the Allelys Group. It must not be copied or transmitted to any third parties without the written permission of the Owner.

© Copyright 2012

Document Control			
Document Owner	Name, Title	David Allely, Managing Director	
Author	Name, Title	Phil Maddison, HSEQ Manager	
Reference	ALL-HSEQ-POL-018		
Version	3		
Date	03/02/2023	Next Review	03/02/2024
Master Soft Copy	Allelys HSEQ Manager		
Approval	Name, Title	David Allely, Managing Director	
	Signature:		Date: 03/02/23

Document History

Date	Version	Change Reference	Summary of Change
01/03/18	1		Review and Update
15/03/19	2		Review and Update
01/06/20	2		Review
08/03/21	3	ISO 45001	Review and update of content
03/02/23	3		Review

Contents

1. Introduction.....	3
2. Statement of Commitment	3
3. Our Business Structure and Supply Chain	3
4. Policy and Responsibility	3
5. Due Diligence.....	4
6. Evaluating Effectiveness	4

Policy

1. Introduction

Allelys recognise that slavery and human trafficking remains a hidden blight on our global society and that we all have a responsibility to be alert to the risks in our business and the wider supply chain.

2. Statement of Commitment

Allelys are committed to ensuring that there is no modern slavery or human trafficking in any part of our business. Our Anti-Slavery policy reflects our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective controls to ensure slavery and human trafficking is not taking place.

As part of our initiative to identify and mitigate risk;

- We have in place systems to encourage the reporting of concerns and protection for whistle blowers.
- We shall continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work
- We require entities to have in place suitable Anti-Slavery and human trafficking policies in place
- Due Diligence - Supplier and Contractor Approval Questionnaires distributed
- Prevention of Clandestine Entry Policy in place (Haulage)

3. Our Business Structure and Supply Chain

Allelys has grown to become one of the largest most successful transport and specialist heavy lift companies in the United Kingdom, with the following three divisions;

Allelys General Haulage Ltd
Allelys Heavy Haulage Ltd
Allelys Installations Ltd

The business employs circa 145 staff, the majority of which are employed in the capacity of driving, moving loads throughout the UK and sometimes overseas.

Its Headquarters are based in Studley and the site comprises of offices, warehouses, garage and workshop facilities, a paint shop, storage with heavy loading facilities, a VOSA Testing Bay and Tachograph testing bays.

4. Policy and Responsibility

This policy applies to all persons who act on our behalf in any capacity, including employees at all levels; Directors, Consultants, Contractors, Agency workers, Interns, Business partners and our supply chain.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

This policy takes into account, and supports, the policies, procedures and requirements documented in our integrated QEHS Management System, compliant with the requirements of:

- ISO 9001:2015
- ISO 14001:2015
- ISO 45001: 2018

The following senior employees have responsibility for the enforcement of our policies:

- Company Directors
- HSEQ Manager
- Group Accountant
- Departmental Managers
- Installations/Contracts Managers

5. Due Diligence

The implementation and operation of this management system underlines our commitment to this policy statement. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities

6. Evaluating Effectiveness

Our business undertakes a range of activities in order to ensure that there is no slavery and human trafficking in the business and supply chain including;

- Completion of Internal audits by Directors and Management within the business
- Completion of audits undertaken by external parties including HMRC and other parties
- Use of labour monitoring and payroll systems

Signed



David Allely
Managing Director

Date 03/02/2023