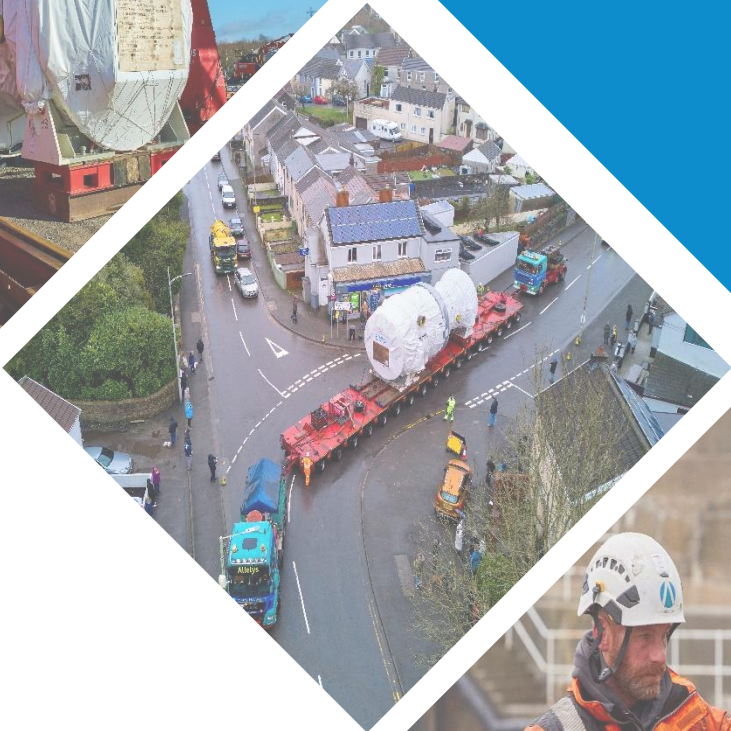




2025



ALL-HR-011-Modern Slavery

# Modern Slavery

Sarah Kilvington



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## 1. Introduction

Allelys recognises that slavery and human trafficking remain hidden blights on our global society. We are committed to preventing all forms of modern slavery within our business and supply chain. As an organisation, we acknowledge our responsibility to be vigilant in identifying and addressing any risks related to modern slavery, ensuring that ethical business practices are upheld throughout our operations.

## 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 190 employees, the majority of which are employed in the capacity of driving, moving loads throughout the UK and sometimes overseas. Our 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.

This policy takes into account and supports the requirements, policies and procedures of the SHEQ Integrated Management System. This Integrated management system is 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
- Members of the SMT
- Departmental 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

# Document Control

This section is to be used to log all updates and changes made within this document. If document is being re-written this document should be moved into the main archive by the SHEQ Team.

Status	Version	Author	Date	Changes Made
Draft	0.1		01/03/2018	Review and Update
Draft	0.2		15/03/2019	Review and Update
	0.3		01/06/2020	Review
	0.4		08/03/2021	Review and update of content, reference ISO 45001
	0.5		03/02/2023	Review
	0.6		16/01/2024	Review
Final	1		28/02/2025	Reviewed, update of format and author
Approved	1 (a)		23/4/2025	Approval

## For Policy Documents requiring Managing Director Sign-Off

Name	Position	Date
David Allely	MD	23/4/2025

Signature	
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A policy document must hold a valid signature