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Modern Slavery and Human Trafficking Statement

Document Owner Lesley Shearer

Document Approver Tom Uppington

Revision History					
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Modern Slavery and Human Trafficking Statement 2025- 2027

This statement is published on Alvance's website and internal Share Point Page - 'Lochaber People Hub', in accordance with Section 54 of the Modern Slavery Act 2015.

The Modern Slavery Act 2015 (the "Act") which came into force in October of the same year, consolidates offences relating to trafficking and slavery. This statement is made pursuant to section 54(1) of the Act and constitutes Liberty Steel UK's slavery and human trafficking statement.

Alvance is committed to conducting business to the highest ethical standards with good social conscience. We are not complacent and are committed to continually improving our practices.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We take the appropriate steps to ensure that everyone who works for Alvance benefits from a working environment in which their fundamental human rights are respected and anyone that we do business with also upholds these principles.

We continually monitor our supply chain. We expect our suppliers and contractors to comply with the Modern Slavery Act 2015. Where suppliers and contractors do not meet the standard required, we would ask them to demonstrate the action they are taking to rectify this. Should a supplier be found to have had any involvement in modern slavery, we would immediately end the business relationship and take further action if necessary. Measures we have taken provide us with the reassurance that our suppliers have the same level of commitment to ending slavery and human trafficking as we do.

We have policies that support us in ensuring that modern slavery is not taking place in our supply chains or business, including but not limited to:

<u>Code of Conduct</u>

Within our Code of Conduct and Working Principles Policy, we reiterate that we will not tolerate or condone abuse of human rights within any part of our business or supply chains and will take seriously any allegations that human rights are not properly respected.

Responsible Procurement Sourcing Policy

The policy sets out the basic principles of how we will conduct business in an open, honest and transparent manner and the behaviours and practices we expect of our suppliers and partners.

Recruitment

We conduct recruitment in accordance with UK employment law, ensuring Right to Work checks are carried out, employees choose to work with us voluntarily and are free to leave employment.

Whistleblowing Policy

Sets out our commitment to speaking up about serious concerns detailing how any person working within Alvance can report concerns confidentially, responsibly, and effectively and without fear of repercussions. Employees are encouraged to openly report via our Whistleblowing Policy which allows for any allegations to be fully investigated.



Tom Uppington
Managing Director

12th March 2026