

Purpose

Alandale Group of Companies (“The Group”) is formed of Alandale Logistics Ltd, Alandale Plant & Scaffolding Alandale Security and Alandale Northern Ltd.

Modern slavery encompasses slavery, servitude, forced and compulsory labour and human trafficking. Traffickers and slave drivers coerce, deceive and force individuals against their will into a life of abuse, servitude and inhumane treatment.

This Statement sets out The Group’s actions to understand all potential modern slavery risks related to its businesses and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our businesses and our supply chains.

As part of construction industry, The Group recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The Group is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Responsibility

Responsibility for the Group’s anti-slavery initiatives is as follows;

- Policies: Group Head of Human Resources
- Risk assessments: Group Director of QHSE
- Investigations/due diligence: The Group Head of Human Resources is responsible for investigations and due diligence in relation to known or suspected instances of slavery and human trafficking.
- Training: Training is delivered by the Human Resources Department and QHSE Department to ensure our employees, workers and subcontractors better understand and respond to the identified slavery and human trafficking risks.

Relevant policies

The Group operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations.

- Whistleblowing policy: The Group encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the Group. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.

The Group's whistleblowing procedure is designed to make it easy for all workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can contact the Human Resources Department in confidence and private and where preferred, anonymously.

- Employee code of conduct: The Group's code makes clear to employees the actions and behaviour expected of them when representing the Group. The Group strives to maintain the highest