

# ANTI-SLAVERY POLICY

**Allen Pyke Associates strives to undertake business in a fair and honest manner, acting with professional integrity in accordance with the anti-slavery legislation and relevant codes of conduct.**

## **Policy statement**

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking. The Company has a zero tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships. The Company also expects the same high standards from all of its suppliers, contractors and other business partners.

Identifying potential victims of modern slavery can be a challenge because the crime can manifest itself in many different ways. However, the Company accepts that it has a responsibility through its due diligence processes to ensure that workers are not being exploited, that they are safe and that relevant employment, health and safety and human rights laws and standards are being adhered to, including freedom of movement and communications.

This policy applies to all individuals working for the Company or on the Company's behalf in any capacity, including employees, directors, officers, agency workers, volunteers, agents, contractors, consultants and business partners.

## **Responsibility for the policy**

The directors of the Company have overall responsibility for ensuring that this policy complies with legal and ethical obligations and are responsible for ensuring that those reporting to them understand and comply with this policy.

## **Compliance**

The prevention, detection and reporting of modern slavery in any part of the Company's business or supply chains, whether in the UK or abroad, is the responsibility of all those working for the Company or under the Company's control. The Company aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy.

If a breach or conflict with this policy is suspected it must be reported to a Director, who will investigate the circumstances and, if warranted, contact the government's Modern Slavery Helpline on 0800 0121 700 for further information and guidance.

## **Breach of the policy**

The Company will terminate its commercial relationship with suppliers, contractors and other business partners if they breach this policy and/or are found to have been involved in modern slavery.

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