



allianceleisure

Modern Slavery and Human Trafficking Statement

POL 1.17
Issue No. 3

1.0 What this Policy Covers

Modern Slavery and Human Trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

2.0 Policy Statement

This statement is made on behalf of the directors of Alliance Leisure Services Ltd ("ALS" or "the company").

ALS is firmly committed to the practice of responsible corporate behaviour, notably anti-slavery, human trafficking, and unfair employment practices.

Throughout the next 12 months the following measures are in place to ensure ALS delivers on this commitment.

3.0 Board Agendas

Ethical employment will be discussed at all board and development board meetings as part of our standing ESG agenda item. Consideration will be given regarding our own compliance and that of our suppliers and partners.

4.0 Our Commitment

The Company is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We are committed to acting ethically and with integrity in all our business relationships and taking reasonable steps to ensure slavery and human trafficking are not taking place in any business or organisation that has any sort of a business relationship with our Company.

5.0 Due diligence processes for slavery and human trafficking

The Company has zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

As part of our initiative to identify and mitigate risk the Company has in place systems to encourage the reporting of concerns and the protection of whistleblowers.

Our supply chain providers are predominantly with a UK provider and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.

6.0 Training

The management team are responsible for compliance within their respective departments and in their supplier relationships and have been trained accordingly.

All employees receive an induction into the business where our policies, procedures and expectations are outlined.

7.0 Our effectiveness in combating slavery and human trafficking

The Company uses the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Use of labour monitoring, right to work documentation and payroll audits
- We maintain a level of communication and personal contact with the next link in the supply chain to ensure their understanding of, and compliance with, our expectations.
- We regularly review supply chain policies, codes of conduct and our working practices to show commitment.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement.

8.0 Supply Chain

As part of our annual review of suppliers ALS will ensure that the following policies are requested in order to confirm our supply chain's commitment to our ongoing standards:

- Whistle Blowing Policy.
- Policy covering modern slavery, human rights, and unethical employment practices.
- Policy allowing access to trade unions or collective agreements.

ALS will also ask suppliers and partners to consider becoming a Living Wage Employer as set out by the Living Wage Foundation.

Where appropriate, the company will also invite suppliers and partners to sign the Welsh Government Code of Practice.

9.0 Policy Review

All policies relating to ethical employment will be reviewed in line with our annual review procedures. These policies include:

- 📄 Ethical Policy
- 📄 Public Interest Disclosure Policy
- 📄 Sustainable Purchasing Policy
- 📄 Discrimination and Harassment Policy
- 📄 Equality Diversity and Inclusion Policy
- 📄 Data Protection Policy

10.0 Reporting suspicions of slavery

Employees can report any suspicions of slavery either through the Company's Public Interest Disclosure (Whistleblowing) policy or externally to the Modern Slavery Helpline. Details are set out below:

<https://www.modernslaveryhelpline.org>
08000 121 700

11.0 Document Review

This statement will be reviewed annually.

Date	Issue	Reviewed By	Approved by	Comments
5/8/2024	2	John Leaver	Paul Cluett	
8/8/2025	2	John Leaver	Paul Cluett	
3/8/2026	3	John Leaver	Paul Cluett	Combined former POL 1.17 and POL 1.27 into a single policy document

12.0 Signed and approved by


Paul Cluett (Aug 3, 2026 16:50:15 GMT+1)

Paul Cluett
Managing Director