Alpha Laboratories Ltd. Modern Slavery and Human Trafficking Statement 2024

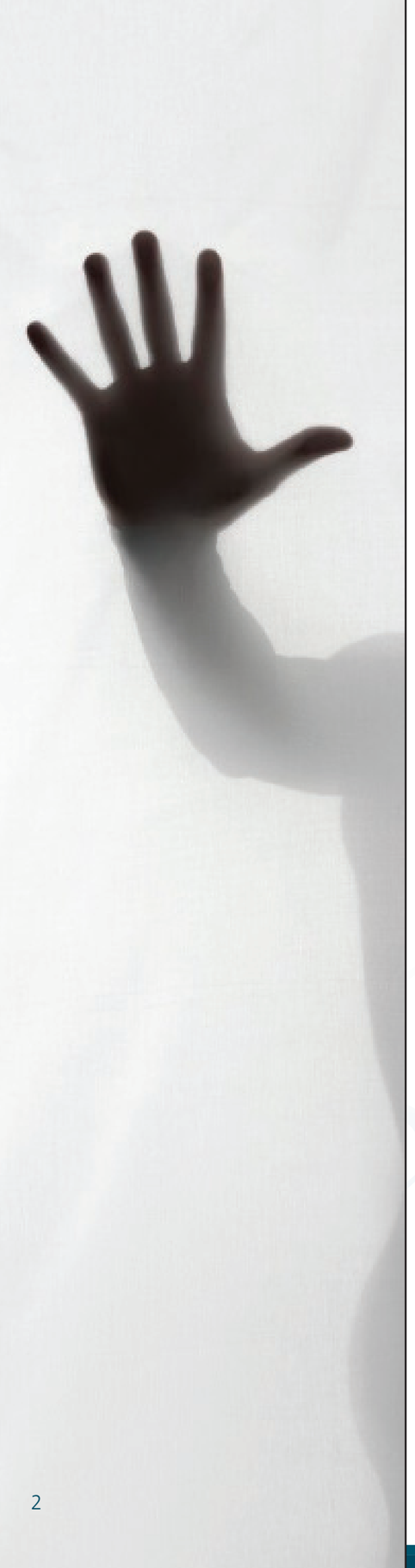








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Alpha Laboratories Ltd. Modern Slavery and Human Trafficking Statement 2024

Alpha Laboratories is fully committed to acting ethically and with integrity, combating slavery and human trafficking across its global operations.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2024.

It is intended to provide our customers and stakeholders with information on the systems and controls that we implement to ensure slavery and human trafficking is not taking place in our supply chain.

Alpha Laboratories Ltd follow the UK Government definition of Modern Slavery as set out in PPN 02/23 Tackling Modern Slavery in Supply Chains:
'Modern slavery is often a hidden crime involving one person denying another person his or her freedom. It includes slavery, servitude, forced and compulsory labour and human trafficking'. Definitions used are in accordance with the UK Government Modern Slavery Act 2015, where further details can be found.

Organisation Structure



Alpha Laboratories Ltd. (Alpha) is passionate about finding new and sustainable laboratory solutions designed to further scientific discovery and improve people's lives by focusing on three pillars: People, Planet, Culture.

We are committed to supporting and maintaining a healthy environment addressed through rigorous internal processes to ensure that our employees adhere to the laws, regulations and industry codes of conduct.

Alpha is a private, family-owned, limited company founded in 1975 and based in Eastleigh, Hampshire. Through our worldwide connections and relationships with leading manufacturers, established and emerging suppliers, we source the best products to help solve the challenges faced by scientists every day. Upholding family values and ethics ensures we maintain strong business connections with both our customers and suppliers.

At Alpha, it has been our privilege to work predominantly with the NHS but also Universities and the commercial sector to provide solutions in the Laboratory and Diagnostic markets.

To protect and safeguard employees from human trafficking and forced labour, Alpha uses reputable sources during the onboarding process, who complete UK eligibility to work checks for all employees; full-time, part-time, and contracted. Alpha holds copies of valid passports to check identity and ages for audit purposes.

Our Policies

Our Internal Policies on Slavery and Human Trafficking

Alpha Laboratories is committed to ensuring that it conducts business ethically, with integrity, with respect for human rights, and in compliance with applicable laws and fair labour practices, as evidenced by the following policies, our previous Anti-Slavery policy has been superseded by the update of this statement:

- Anti Bribery, Corruption and Money Laundering
- Social Compliance and Code of Conduct
- Sustainable and Ethical Procurement
- Equality and Diversity
- Whistle Blowing
- Safeguarding
- Bullying and Harassment

Our Supply Chain

Through our supply chain, we source finished products from reputable manufacturing partners both locally and internationally. As a result, our global supply chain is wide and complex.

To mitigate and reduce the risk of Modern Slavery within the supply chain Alpha is committed to implementing effective systems and controls to ensure that its suppliers abide by national and international laws and regulations. Suppliers should recognise their position in compliance with industry standards and expectations, including those relating to the prohibition of slavery and human trafficking.

Alpha has 3 key corporate values – People, Planet, Culture – which align with the UN Sustainable Development Goals and form the foundation of its business. Alpha expects that its suppliers hold these same values.

Supplier Code of Conduct

Our Supplier Code of Conduct outlines expectations that we have for all our suppliers. These are in line with our corporate values and include:

- Elimination of Forced Labour
- Prohibition of Child Labour
- Compliance with internationally recognised Human Rights such as those stated in the Universal Declaration of Human Rights by the United Nations.
- Prohibition of Discrimination/Equal Opportunities
- Regular Employment Status
- Fair Wages and Fair Working Hours
- Freedom of Association and Collective Bargaining
- Health Protection/Occupational Safety
- Complaint Mechanisms/Whistle Blowing
- Dealing with Conflict Materials



Supply Chain Due Diligence, Risk Assessment and Management

Alpha Laboratories has a zero-tolerance to slavery and human trafficking within its supply chain. Alpha enters into formal agreements following visits and technical audits with suppliers ensuring that full due diligence is carried out during the onboarding process.

Alpha understands that there is a potential exposure to Modern Slavery when purchasing goods and services from third parties. Due to the nature of our business, we assess that there is a low risk of slavery and human trafficking in our business and supply chains, but we continue to remain vigilant.

To better manage the risk of slavery and human trafficking in our supply chain, Alpha has committed to annually completing the UK Governments Modern Slavery Assessment Tool (MSAT). Achieving 30% in our first year, we used the improvement report to target crucial areas of potential risks and opportunities. Thus, in our latest year, we increased our score to 64%, continuing to use the improvement report to guide us towards opportunities for growth.

<u>Supplier Risk Assessment Scores (SRAS)</u>

Annual assessments of Tier 1 suppliers are to be completed at the beginning of each financial year. Using expenditure data and information from the Global Slavery Index which considers; geographical location, industry, and materials. Results of the assessment will produce a score for each supplier within categories at a Low, Medium, or High Modern Slavery related risk. Identifying higher risk suppliers allows us to prioritise engagement and further due diligence.

Training

All staff undertake modern slavery training as well as Sustainability training during their inductions, having an emphasis on Alpha values and ethics. The senior management team, all line managers and product managers have undertaken bespoke Modern Slavery training to underpin their roles and responsibilities.



Our Effectiveness in Combatting Slavery and Human Trafficking

Alpha Laboratories will continue to update its policies and procedures, raise awareness of the importance of this topic and look at continual measurable improvement in the management of risks and opportunities within its supply chain.

To develop our understanding of the risks of slavery and human trafficking in our supply chains we have set key objectives for the next financial year:



Supplier Engagement:
Implement the first stage of the Supplier Engagement program by July 2025.

Risk Mapping Suppliers:
Using the results of the SRAS, develop and implement an audit process for all High-risk suppliers.

Expand MSAT knowledge:
Request all UK based suppliers for both saleable and non-saleable procurement to complete the MSAT.

Employee Engagement:
Implement new training program for Modern Slavery, including: Annual refresher training for all Senior Management, Line Managers and Product Managers, and expansion of opportunities to all staff.

These objectives support Alphas' long-term commitment to respect the human rights of all people and to improve the quality of life in the communities we serve.

Statement Approval

This Modern Slavery Statement sets out the actions taken by Alpha Laboratories Ltd. to identify and eliminate potential modern slavery risks related to our business. It has been reviewed and approved by the Board of Directors.

SIGNED ON BEHALF OF Alpha Laboratories Ltd:

Signature:

Name: Robert Vint

Position: Managing Director

Date: 28 January 2025

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