



Altered Resourcing Ltd

Modern Slavery Statement

November 2023

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Contents

Document Revision History	3
Version Control	3
1. Modern Slavery Statement	5
1.1 What is the Modern Slavery Act 2015?	5
1.2 Our Business	5
1.3 Stance on Modern Slavery	5
1.4 Supplier Due Diligence	6

1. Modern Slavery Statement

This statement has been prepared by Altered Resourcing and is made pursuant to section 54(1) of the Modern Slavery Act 2015 on the prevention of slavery and human trafficking for the financial year ending 31 October 2024.

1.1 What is the Modern Slavery Act 2015?

The Modern Slavery Act 2015 (the "Act") addresses the role of businesses in preventing modern slavery within their supply chains and organisations. It applies to businesses of a certain size, which are required to publish a statement setting out the steps they've taken to ensure that modern slavery and human trafficking aren't taking place in their business or supply chain.

This statement sets out the steps we've taken, and will continue to take, as part of our ongoing commitment to keep slavery and human trafficking out of our business and our supply chains.

1.2 Our Business

Altered Resourcing are industry experts with long standing experience of within Workspace Modernisation & Recruitment. Bringing together the skills that enable effective delivery of the multiple vendors who operate at this level. We offer agile services to allow your organisation to deploy your End User Computing requirements. Enabling your IT strategy to fully deliver on its business requirements.

1.3 Stance on Modern Slavery

We believe that there is a low risk of slavery or human trafficking having a connection with our business activities. However, the policies we have in place, and our anti-slavery policy, reflect our commitment to:

- Acting ethically and with integrity in all our business relationships
- High ethical standards are to be observed at all times in all decisions that are made
- Employees are to be treated equally and discrimination is not permitted
- No threat of or actual physical, psychological or verbal abuse or harassment of any kind is tolerated
- Only persons eligible to work and able to freely choose employment will be employed

- A healthy and safe working environment will be provided
- Employees will be fairly paid for their work, always meeting or exceeding minimum national requirements

The statistical goal we have in mind on modern day slavery is zero tolerance in any aspect of how we do business. This has been endorsed by the senior management team. We are fully committed to playing an active part in tackling the risks and incidence of modern slavery and human trafficking within our organisation and supply chain.

1.4 Supplier Due Diligence

Altered Resourcing Ltd does not support or deal with any businesses believed to be involved in or linked to modern slavery, human rights violations or trafficking. We will review and reinforce effective due diligence and controls to ensure slavery and human trafficking is not taking place in our supply chains. At the present time, this organisation is taking the following steps to minimise the risk of modern slavery being involved in any of its supply chains:

- Appropriate due diligence checks conducted on suppliers of goods and services for all major contracts as they are re-tendered and those where the nature of the goods or services mean the risks are judged to be higher
- Contractual clauses to ensure compliance of both our suppliers and sub-contractors to modern slavery legislation
- Development of internal policies and procedures with respect to modern slavery to be communicated to all staff as part of informing them of Altered Resourcing's commitment to zero tolerance towards the risks of modern slavery and,
- All internal policies are supported by Altered Resourcing's whistleblowing policy, to encourage those who have concerns to raise them, and protect and support them when doing so.

Mat Starling
Director
Altered Resourcing Ltd
Date: November 2023