

# Modern Slavery and Human Trafficking Statement

## 1 Introduction

This statement reflects Altitude Angel's ongoing commitment to preventing modern slavery and human trafficking within our business and supply chains. It pertains to our activities during the financial year 01 January 2024 to 31 December 2024 and outlines the steps we take to uphold ethical standards across our operations.

## 2 Our Commitment

Altitude Angel upholds the principles of the Modern Slavery Act 2015, taking a zero-tolerance approach to modern slavery in all its forms. We expect all employees, suppliers, and partners to adhere to our high standards and ethical practices, fostering an environment where potential risks can be identified and addressed effectively.

## 3 Organisational Structure and Supply Chains

As an equal opportunities employer, we promote a non-discriminatory and respectful workplace, ensuring that all employees feel secure in raising any concerns.

Our recruitment processes are designed to comply with UK employment laws to protect employees from exploitation or coercion.

Our business activities present a low risk of modern slavery; however, we are vigilant in vetting and monitoring our suppliers.

## 4 Supplier Evaluation and Due Diligence Process

Our supplier evaluation process is central to maintaining our commitment to ethical business practices. This process includes:

- Before entering into a business relationship, all suppliers undergo an evaluation based on their adherence to ethical, legal, and social responsibility standards, including anti-slavery practices.
- Potentially high-risk suppliers or those in sensitive industries are subject to additional monitoring, including periodic audits and compliance checks to ensure alignment with our anti-slavery standards.
- We reassess suppliers annually, to ensure high quality and service is delivered as well as an ongoing commitment to modern slavery compliance, environmental responsibility, and business ethics.

## 5 Responsibility and Accountability

Responsibility for anti-slavery efforts across the organisation is as follows:

**Head of Business Operations:** Responsible for the development, review, and implementation of policies, including conducting risk assessments related to human rights and modern slavery.

**Chief Operating Officer:** Holds ultimate responsibility for ensuring organisational compliance with anti-slavery measures and ethical practices across all operations.

## 6 Policies in Support of the Modern Slavery Act 2015

To support our commitment to ethical practices, we have implemented the following policies, accessible to all employees:

- Code of Conduct
- Whistleblowing Policy
- Anti-Bullying and Harassment Policy
- Diversity and Inclusion Policy
- Recruitment Policy
- Corporate Social Responsibility Policy

## 7 Embedding Ethical Principles

We are committed to embedding anti-slavery principles in our business practices by:

- Providing ongoing training for employees on recognising and reporting modern slavery concerns.
- Ensuring those involved in procurement follow modern slavery procurement guidelines and uphold ethical standards.
- Regularly updating policies to include modern slavery considerations in both employment and procurement processes.
- Embedding modern slavery clauses within supplier contracts to enforce our commitment to zero tolerance.
- Offering targeted training on ethical practices for employees involved in procurement and recruitment activities.

## 8 Monitoring and Review

This statement and our anti-slavery measures will be reviewed regularly to ensure we continually improve our efforts to prevent modern slavery. We remain committed to maintaining ethical practices and will update this statement as necessary.