

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Alten Limited. The information included in the statement refers to the financial year 2022-2023.

B) ORGANISATIONAL STRUCTURE

Alten Limited is a private limited company. We are a member of the Alten Group and our ultimate parent company is Alten SA. Founded in 1988, Alten SA is the leader in engineering and technology consulting.

The company operates through different locations in the UK.

- Headquarters are based in London.
- Production sites / local offices are located in Bristol, Derby, Chester and Coventry.

We also operate on customer sites.

Alten Limited supports its customers' development strategies in the areas of innovation, R&D and information systems.

C) DEFINITIONS

The Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

Alten Limited acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Alten Limited understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Alten Limited does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Alten Limited in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

E) SUPPLY CHAINS

Given the sector in which we operate we do not have an extensive supply chain network. Our supply chain mainly consists of IT hardware and software, sub-contractors, office supplies, cleaning and building maintenance services, professional services (accountants, lawyers,...).

F) POTENTIAL EXPOSURE

In general, Alten Limited considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, we have taken steps to ensure that such practices do not take place in our business nor the business of any organisation that supplies goods and/or services to us.

G) STEPS

Alten Limited carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

Alten Limited has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Alten Limited has taken the following steps to ensure that modern slavery is not taking place:

- Protect staff from victimisation if they raise issues about slavery and human trafficking, even in the case that would reveal not to be true;
- Select our suppliers in countries that are identified as very low risk.

Alten Limited will take any allegation of potential slavery and human trafficking very seriously and launch immediate investigation should it arise.

H) SLAVERY COMPLIANCE OFFICER

Alten Limited has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to Alten Limited obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.



SIGNATURE: _____

NAME: VRINAT OLIVIER (CFO)

DATE: 06/04/2022