

# Modern Slavery and Human Trafficking Statement

## Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 April 2023 to 31 March 2024.

The statement sets down Altitude Angel's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. All employees are expected to report their concerns and management to act upon them.

## Organisational Structure and Supply Chains

- Altitude Angel is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.
- As an equal opportunity's employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.
- Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.
- We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude, and forced or compulsory labour.
- This statement covers the business activities of Altitude Angel which are as follows:
  - Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.
  - Our supply chains are limited, and we procure goods and services from an approved range of UK and overseas suppliers.

## Responsibility for the Altitude Angel's Anti-Slavery Initiatives

- The Chief Operating Officer is responsible for creating and reviewing policies. The process by which policies are developed is by reviewing best practice and adapting to the needs of the Company.

- The Office Manager is responsible for risk assessments in respect of human rights and modern slavery.
- The Chief Operating Officer is responsible for investigation known or suspected instances of modern slavery and human trafficking relating to Altitude Angel's business or supply chains.

## Embedding the Principles

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

We will continue to embed the principles through:

- Providing awareness training to employees on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensuring employees involved in procurement activity are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- Ensuring that consideration of the modern slavery risks and prevention are added to Altitude Angel's policy review process as an employer and procurer of goods and services.
- Making sure Altitude Angel procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- Continuing to take action to embed a zero-tolerance policy towards modern slavery.
- Ensuring that employees involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary.