POLICY AND PROCEDURES ON MODERN SLAVERY AND HUMAN TRAFFICKING

1. Introduction

1.1 This policy statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015. This policy has been approved by the board of directors and will be reviewed annually and signed by the CEO and Managing Director. Modern Slavery can take many forms including the trafficking of people, force labour, servitude and slavery; all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

1.2 Alltask's Policy Statement

Alltask is committed in conducting its business to the highest ethical standards to improve practices to combat slavery and human trafficking. Consequently, Alltask will only enter into trade with organisations and suppliers that comply with the following criteria:

- No forced labour or human trafficking is practiced;
- Employment is freely chosen;
- Working conditions are safe, sanitary and hygienic;
- A fair wage is paid for the work undertaken;
- Working hours are not excessive;
- No child labour is exploited;
- No harsh, cruel or degrading practices are allowed; and
- No discrimination is practiced.

1.3 Alltask Limited has a zero-tolerance to human trafficking and slavery which is a crime, a violation of fundamental human rights and has no place in a civilised society. We expect our supply chain and contractors comply and adhere to our own high standards and values.

1.4 Supply chain involvement

All businesses with a turnover in excess of £36m are legally required to produce a statement on slavery and human trafficking within that business and their supply chain. Alltask will therefore be required to demonstrate and sign onto their policies and demonstrate that it has undertaken due diligence of its processes and the processes of its suppliers and contractors.

1.5 Steps to be undertaken by Alltask

All employees will be checked to ensure their Right to Work in the UK is valid.
All employees will be paid a fair wage in compliance with the National Minimum Wage Regulations.
In order to achieve this Alltask will produce a supplier questionnaire and amend any contract with suppliers and contracts to include an express provision on Modern Slavery. Under section 54(7) Alltask will publish the above policy statement on its website and provide a prominent link on the homepage to the statement.
Finally, Alltask staff will undergo training on this policy and the ways to identify and minimise human trafficking and slavery.

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1.6 Other Relevant Alltask Policies/Procedures:

- Whistle Blowing Policy (see staff handbook);
- Anti-Corruption, Bribery Fraud and Malpractice Policy;
- Equality, Diversity and Inclusion Policy;
- Approval for Contracts and Purchasing Policy;
- Corporate Social Responsibility Policy;
- Employee Discipline (see staff handbook);
- Right to Work Guidance;
- Employee Responsibilities and Accountabilities (see staff handbook);
- Harassment, Sexual Harassment and Bullying (see staff handbook); and
- New Starter Procedure.

1.7 Alltask's effectiveness in combating slavery and human trafficking.
We will use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Key workers have been trained in this policy and the identification and minimisation of human trafficking and slavery;
- Assessment of Supply Chain to ensure key suppliers have their own Policies; and
- Remedial action taken by suppliers/contractors where non-compliance identified.

Signed:

Daniel Fincham CEO
10th January 2026

Scott West Managing Director