



# Alford Technologies Ltd. Modern Slavery and Human Trafficking Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and outlines the steps Alford Technologies Ltd. has taken to prevent modern slavery and human trafficking within our business and supply chains.

## Our Commitment

Alford Technologies Ltd. is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we're 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. The company has designed its recruitment and people management processes to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from abuse or coercion.

We do not enter into business with any organisation which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

## Our Business

Alford Technologies Ltd. operates worldwide, providing our customers a variety of explosive solutions, including Tactical Breaching, Unexploded Ordnance (UXO) Disposal, Conventional Munitions Disposal (CMD), and Improvised Explosive Device Disposal (IEDD).

We offer comprehensive C-IED (Counter Improvised Explosive Device), EOD (Explosive Ordnance Disposal), WTI (Weapons Technical Intelligence), HME (Homemade Explosives), and Breaching training through Alford Training. We also provide additional services, including explosive demolition, research and development, consultancy, and range hire.

Head Office: Alford House, Epsom Square, White Horse Business Park, Trowbridge, Wiltshire BA14 0XG



## Supply Chains and Clients

Our business depends on our people and supply chains to support the delivery of our services. We maintain a zero-tolerance approach to modern slavery across our business operations, supply chains, and services. This commitment will be clearly communicated to all suppliers, contractors, clients, and business partners at the beginning of our relationship and consistently reinforced throughout our ongoing engagements.

## Our Policies

We have implemented several key policies to address relevant aspects of our operations and reduce the risk of modern slavery and human trafficking within our business:

- **Ethics Policy:** Ensures compliance with the Modern Slavery Act 2015 and upholds the highest standards of ethical business practices.
- **Equal Opportunities Policy:** Promotes fair and equitable treatment of employees and applicants in all aspects of employment.
- **Harassment and Bullying (Dignity at Work) Policy:** Establishes a work environment free from bullying and harassment, safeguarding employee dignity and safety.
- **Corporate Social Responsibility Commitment:** Guides the company to operate responsibly and guard against unfair or unethical business practices.
- **Defined Duties and Responsibilities Policy:** Clearly outlines employee roles, responsibilities, and expected conduct during their employment to ensure accountability and adherence to ethical practices.

These policies collectively strengthen our efforts to create a safe, fair, and transparent working environment while mitigating risks related to modern slavery and human trafficking.

## Employee Awareness and Compliance

We take stringent measures to ensure that all our employees have the legal right to work in the UK, thereby reducing the risk of employing individuals who may have been trafficked or are not legally permitted to work.

Upon joining, every employee undergoes a comprehensive induction programme and receives a company handbook. This includes access to all relevant company policies and procedures, ensuring they are fully informed about their rights, responsibilities, and the standards we uphold.



## Training On Slavery and Human Trafficking

Alford Technologies offers staff training opportunities focused on the prevention of modern slavery and human trafficking, ensuring they are equipped with the knowledge and tools to recognise, address, and mitigate risks effectively.