



# **MODERN SLAVERY & HUMAN TRAFFICKING POLICY**

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**Full Policy & Procedures:** Available on request

# Table of Contents

Statement .....	3
Commitment.....	3
Working Arrangements.....	3
Review.....	4

## Statement

Alia Steel Fixing Ltd is committed to conducting its business honestly, ethically and responsibly, and to taking appropriate steps to prevent modern slavery, human trafficking, forced labour, servitude and exploitation within our business activities and supply chains.

We recognise that modern slavery and human trafficking are serious violations of human rights and may occur in any sector, including construction and labour supply chains. We are committed to maintaining working practices that protect workers, promote fair treatment and support compliance with applicable employment, immigration, health and safety, and anti-slavery legislation.

Alia Steel Fixing Ltd provides steel fixing services across commercial, residential, public sector and infrastructure projects. Our work is delivered through competent supervision, skilled operatives, subcontractors and suppliers, and we expect everyone working with or on behalf of the company to act lawfully, responsibly and in accordance with this Policy.

This Policy supports the principles of the Modern Slavery Act 2015 and our commitment to preventing slavery, servitude, forced or compulsory labour and human trafficking within our business and supply chain.

## Commitment

The objective of this Policy is, so far as is reasonably practicable, to help prevent modern slavery, human trafficking, forced labour and exploitation within our business and supply chains by supporting working arrangements that:

- act ethically and with integrity;
- comply with applicable legal, employment and regulatory requirements;
- promote fair treatment of workers;
- use lawful and appropriate labour arrangements;
- reduce the risk of exploitation, coercion or forced labour;
- encourage the reporting of concerns;
- respond promptly to suspected breaches, risks or non-compliance.

Everyone working with, or on behalf of, Alia Steel Fixing Ltd must follow this Policy, support lawful and fair working practices, report any concerns relating to modern slavery, human trafficking, forced labour or worker mistreatment, and cooperate with any review or corrective action required.

## Working Arrangements

We plan and manage our working arrangements to reduce the risk of modern slavery and human trafficking within our operations and supply chain.

Where required, we review the suitability of subcontractors, labour providers and suppliers before engagement and during project delivery. Our arrangements are proportionate to the nature of the work, the level of risk and the requirements of our clients and principal contractors.

Our arrangements include:

- engaging workers, subcontractors and suppliers through appropriate and lawful arrangements;

- checking right-to-work documentation where applicable;
- confirming that workers are not subject to forced labour, intimidation or coercion;
- expecting workers to be paid lawfully and treated fairly;
- avoiding the use of labour providers or subcontractors who cannot demonstrate appropriate standards;
- communicating expected standards to employees, supervisors, subcontractors and suppliers;
- cooperating with client, principal contractor and site compliance requirements;
- ensuring site supervisors remain alert to potential signs of exploitation;
- encouraging workers to raise concerns about unfair treatment, unsafe conditions or suspected exploitation;
- investigating reported concerns promptly and taking appropriate action;
- not tolerating threats, abuse, harassment, unlawful deductions, withholding of identity documents or restriction of movement;
- maintaining appropriate records where required for labour, subcontractor and supplier management;
- reviewing working practices where concerns, non-compliance or increased risk is identified.

We expect all employees, subcontractors and suppliers to support this Policy and to notify management immediately if they identify any issue that may indicate modern slavery, human trafficking, forced labour or worker exploitation.

Any breach of this Policy may result in appropriate action, which may include removal from site, termination of engagement, notification to the client or principal contractor, and reporting to the relevant authorities where required.

## Review

Alia Steel Fixing Ltd is committed to continually improving its approach to preventing modern slavery and human trafficking.

This Policy and its supporting arrangements are reviewed regularly and updated where necessary to reflect changes in legislation, client requirements, industry standards, working practices, supply chain arrangements and business activities.

We use feedback from clients, supervisors, operatives, subcontractors and project teams to improve our approach and strengthen our controls. Where concerns or risks are identified, we aim to address them promptly and take appropriate steps to reduce the likelihood of recurrence.

This Policy is supported by our internal management arrangements and project-specific procedures, which are available on request where applicable.

For and on behalf of Alia Steel Fixing Ltd



Mr Malik Alia  
Director

Date: 22 May 2026