



# Algospark Modern Slavery Act Statement

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**By** Darren Wilkinson

We are publishing this statement in accordance with the Modern Slavery Act 2015 and as a demonstration of our commitment to anti-slavery practices and as an affirmation of the values we hold across our businesses.

Algospark is committed to ensuring that the way we conduct our business and dealings with our suppliers reflects our values and respect for human rights. We are committed to working with suppliers that share these values and uphold the principles in this statement.

We are dedicated to maintaining a fair and ethical workplace for all our staff and to ensure compliance with all applicable employment legislation.

As a provider of professional services, Algospark does not have a substantial supply chain. Algospark's supplier relationships are primarily limited to: smaller specialist consulting companies and suppliers of computer software and equipment. As such, the risk of modern slavery existing within this supply chain is very low. Nonetheless, we remain vigilant and monitor the level of risk involved throughout any of our suppliers and will take appropriate measures if a higher risk of modern slavery is deemed to exist. And we are committed to partnerships with suppliers that share our dedication to conducting business in a legal, ethical, and socially responsible manner.

We have implemented policies relating to our commitment to ethical business practices. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We expect all our contractors, suppliers and other business partners to uphold the same high standards as we do, by ensuring all employees and workers are treated with dignity and respect in a fair and ethical environment.

Our employment policies comply with relevant labour laws. In addition, we provide equal opportunities in employment and employees are treated fairly and without discrimination on the basis of any protected characteristics. Further, we expect that all suppliers will abide by applicable labour laws, operate in a manner consistent with the principles of human rights and will not use forced labour or child labour in any form. Minimally, suppliers are expected to comply with any applicable international and local legal requirements in their countries of operation.

We work to identify, assess, and monitor any potential areas of risk in relation to our business and supply chains. This includes considering the length of the relationship, nature of what is being supplied and the location from where it is being supplied. We will continue to look to manage any risks identified.

We will continue to monitor and develop our practices in respect of combatting slavery or human trafficking to target areas of our business if we become aware there is a potential risk of modern slavery. Our legal function is responsible for checking and testing the success of our commitments, and will work to ensure we meet our expectations.