

Modern Slavery and Human Trafficking Statement

RM6390 Supply of Energy and Decarbonisation Services – Lot 3

Organisation	Altass Limited
Company number	12452567
Registered office	61 Mosley Street, Manchester M2 3HZ
Statement period	Financial year ended 31 March 2026

Status and purpose. Altass Limited has annual turnover below £36 million and is therefore not currently required to publish a statement under section 54 of the Modern Slavery Act 2015. This voluntary equivalent statement is provided for RM6390 and sets out the proportionate steps Altass takes, and will continue to develop, to prevent modern slavery and human trafficking in its business and supply chains.

1. Commitment and scope

Altass has zero tolerance for slavery, servitude, forced or compulsory labour, human trafficking, child labour, debt bondage, deceptive recruitment, unlawful retention of identity documents, recruitment fees charged to workers, or any other form of exploitation. This commitment applies to Altass personnel, subcontractors, consortium members, associated persons and suppliers engaged in delivering its services.

Altass expects all parties working on its behalf to comply with applicable employment, equality, health and safety, safeguarding and modern slavery legislation. Concerns may be raised directly with the Director, without fear of retaliation. Where a credible concern arises, Altass will act promptly, protect affected individuals so far as reasonably practicable, preserve confidentiality and cooperate with competent authorities.

2. Organisational structure, business and supply chains

Altass Limited is a privately owned UK micro-SME and professional-services consultancy. It is governed by its Director, Seyhan Turan, who retains overall responsibility for the business, its personnel, subcontracting decisions and compliance arrangements. Altass has no subsidiaries and does not operate manufacturing sites or labour-intensive facilities.

Altass provides energy, sustainability and innovation consultancy services, including technical assessments, energy audits, net-zero and decarbonisation advice, renewable-energy feasibility studies, business cases, project monitoring and evaluation, programme support and stakeholder engagement. Services are managed from the UK by a small core team, supported when required by independent specialist consultants, partner consultancies, subcontractors and consortium members appointed for particular commissions.

The organisation's principal supply-chain categories are:

- UK-based professional consultants and specialist technical advisers;
- partner consultancies, subcontractors and consortium members used for specific commissions;

- software, cloud, data, telecommunications and other digital service providers;
- computers, mobile devices and office equipment, normally purchased through UK distributors;
- office, travel and accommodation services; and

Altass does not manufacture goods, operate labour-intensive facilities or routinely procure raw materials. Nevertheless, it recognises that modern slavery risks can occur indirectly, including in professional labour supply chains and in the manufacture of electronic equipment.

3. Policies and governance

The Director has overall responsibility for this statement, supplier standards, escalation of concerns and annual review. Modern slavery controls are integrated proportionately into supplier selection, subcontracting, contracting, project governance and staff awareness. Relevant requirements include:

- ethical conduct and compliance with applicable law;
- fair, voluntary and lawfully documented working arrangements;
- prohibition of forced labour, child labour, trafficking and worker-paid recruitment fees;
- transparent subcontracting and disclosure of material delivery partners;
- the ability to request evidence, investigate concerns, require corrective action and terminate an engagement for serious or unresolved breaches; and
- confidential reporting of concerns to the Director and non-retaliation for good-faith reporting.

4. Due diligence

Altass applies risk-based due diligence before appointment and during delivery. The depth of review reflects the supplier's location, sector, labour model, use of recruitment agents, dependency on subcontracting, value and duration of the engagement, and access to vulnerable workers or high-risk goods.

For relevant suppliers, subcontractors, consortium members and associated persons, Altass may:

- verify legal identity, ownership, relevant registrations and the individuals responsible for delivery;
- review exclusion declarations, the UK debarment list and information supplied through the Central Digital Platform where procurement rules require it;
- obtain confirmation of compliance with modern slavery and employment legislation and review an equivalent policy or statement where proportionate;
- understand the intended workforce and subcontracting chain, including where services will be performed;
- include contractual compliance, information, audit, corrective-action and termination provisions;
- monitor material changes, performance issues, complaints, unexplained labour arrangements and further subcontracting; and
- escalate credible concerns to the Director, pause appointment or delivery where necessary, and agree time-bound remediation or terminate the relationship.

Altass will not rely solely on a supplier's statement where risk indicators suggest that further enquiry is necessary. It will retain proportionate records of assessments, confirmations, decisions, actions and outcomes.

5. Risk assessment and management

Altass has assessed the parts of its business and supply chains where slavery and human trafficking could occur. Its direct UK professional-services operations are considered comparatively low risk because personnel are skilled, engaged directly or through known professional partners, and visible to the Director. The greater risks

are indirect and arise where Altass uses subcontracted labour, overseas delivery partners, recruitment services, electronics and IT equipment, or facilities, travel and accommodation providers. The assessment considers country of operation, sector, workforce model, recruitment practices, use of further subcontracting, value and duration of the engagement, and the traceability of goods and services.

Altass manages these risks through proportionate pre-appointment checks, written contractual standards, visibility of delivery personnel and further subcontracting, use of established suppliers, ongoing performance monitoring, confidential reporting and escalation to the Director. Where information is incomplete or warning signs are identified, Altass may seek further evidence, require corrective action, suspend an appointment or delivery, or terminate the relationship. The principal risk areas and the steps used to assess and manage them are summarised in the table below.

Risk area	Why it may present risk	Controls
Consultants and subcontractors	Opaque subcontracting, false self-employment, excessive hours or unfair payment practices.	Identity and capability checks; written terms; visibility of delivery personnel and further subcontracting; payment and performance monitoring.
Overseas partners or delivery	Different legal standards, enforcement capacity, recruitment practices and worker vulnerability.	Country and delivery-model risk review; local-partner checks; clear contractual standards; increased monitoring and escalation.
IT and electronic equipment	Upstream mineral extraction, component manufacture and factory labour can involve forced or child labour.	Purchase through established UK suppliers and manufacturers; favour suppliers with responsible-sourcing and modern-slavery disclosures; avoid unexplained or untraceable sources.
Facilities, travel and accommodation	Cleaning, hospitality, logistics and other lower-paid outsourced work can involve agency labour and exploitation.	Use established providers; consider public policies and credible concerns; escalate warning signs and change provider where risks cannot be managed.
Recruitment and labour sourcing	Recruitment fees, document retention, coercion or misleading terms may affect workers.	Direct engagement where practicable; no worker-paid recruitment fees; written terms; identity and right-to-work checks; confidential reporting route.

6. Measuring effectiveness

The Director will review the effectiveness of these arrangements at least annually and after any material concern. Altass will record and monitor the following proportionate indicators:

- percentage of new material subcontractors and delivery partners receiving a documented risk assessment before appointment;
- percentage of higher-risk suppliers for which enhanced checks or written assurances are completed;
- percentage of relevant personnel completing modern slavery awareness training or briefing;
- number and nature of concerns raised, substantiated cases, corrective actions and terminations;
- completion of agreed corrective actions within their target timescales; and
- annual review and approval of this statement and associated controls.

The absence of reported incidents will not, by itself, be treated as proof that controls are effective. Altass will also consider whether personnel understand warning signs and reporting routes, whether due-diligence records are complete, and whether supplier actions have been closed satisfactorily.

7. Training and capacity building

Relevant employees and regular associates will receive proportionate modern slavery awareness as part of induction or mobilisation and periodic refresher briefings. The content will cover the forms and indicators of exploitation, higher-risk supply chains, responsible recruitment, due-diligence expectations, how to respond to a disclosure, confidentiality, escalation and non-retaliation. Personnel involved in procurement, subcontractor appointment or project management will receive additional guidance on risk screening and documenting decisions.

8. Reporting and responding to concerns

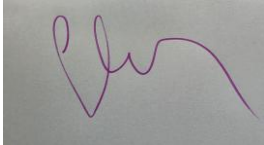
Concerns should be reported promptly to the Director of Altass Limited. No person will suffer detrimental treatment for raising a genuine concern in good faith. Where there is an immediate danger or suspected criminal conduct, the appropriate emergency service, police, Gangmasters and Labour Abuse Authority or UK Modern Slavery and Exploitation Helpline should be contacted as appropriate.

Altass will take a victim-centred approach and will not take action that could increase harm. Responses may include confidential fact-finding, preserving relevant records, seeking specialist advice, notifying the contracting authority where required, agreeing remediation, suspending work or terminating a relationship. Any remediation will prioritise the safety and interests of affected workers.

9. Approval and review

This statement has been prepared as Altass Limited's equivalent modern slavery statement for RM6390. It will be reviewed annually and updated sooner if Altass's operations, supply chain or risk profile changes materially.

This statement was approved and signed for and on behalf of Altass Limited by Seyhan Turan, Director, on 8 September 2026.

Approved and signed by	Seyhan Turan 
Position	Director - Altass Limited

Approval date	8 September 2026
Next review due	By 8 September 2027