

Modern Slavery Act Transparency Statement

Modern Slavery and human trafficking represents an international problem that transcends age, gender and race. The Modern Slavery Act makes significant steps towards preventing modern slavery in organisations and their supply chains. This statement describes the procedures and policies Alpha FMC has in place throughout our business, supply and procurement chains to combat slavery, human trafficking and exploitation.

Alpha FMC is a leading provider of management consultancy services to the asset and wealth management industry with over 245 employees and 9 offices globally.

Alpha does not operate in an industry where slavery is prevalent, nonetheless we are dedicated to conducting business at the highest standard and expect all employees to make decisions based on the business's core values of integrity, accountability and responsibility.

To this effect and to fulfil our obligations under the Modern Slavery Act, Alpha has developed dedicated processes for the identification and prevention of human rights abuses.

Recruitment:

In accordance with the Asylum and Immigration Act (1996) and the Immigration (Restrictions on Employment) Order (1996) we require all employees to produce evidence that they have current and valid permission to work in the UK. All direct employees are offered competitive salaries based on industry specific benchmarks and have access to profit share and benefit schemes.

Assessing Risk in Supply Chains:

We govern all third-party relationships with slavery and human rights issues in mind, ensuring that all suppliers pay their employees above the National Minimum Wage. We are also taking steps to develop a process to review and assess how all our indirect suppliers comply with the Modern Slavery Act. Further to this, Alpha is reviewing its terms and conditions and contracting agreements to include a specific requirement in any new contract and renewals to comply with modern slavery legislation.

Employee Training:

A new role within the internal CSR Team will be created, responsible for liaising with the Training team to ensure all Business Operations staff can identify any potentially non-compliant suppliers. In addition to this we will highlight the modernslavery.co.uk website to all employees to educate them on how to spot all forms of slavery.

Reporting Slavery Suspicions:

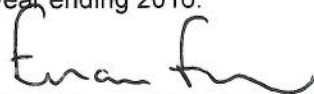
Alpha is committed to protecting whistle blowers and encourages employees, who suspect wrong doing of any nature, including that of human rights abuse and slavery, to report this information via the processes outlined in the employee handbook.

Living Wage:

Alpha FMC is a living wage employer and the internal CSR Team is in the process of reviewing all support staff contracts to ensure all staff are paid the London Living Wage.

These processes will be reviewed annually not only in accordance with section 54(1) of the Modern Slavery Act 2015 but also as part of Alpha's dedication to its corporate social responsibility strategy.

This statement has been made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Alpha Financial Markets Consulting's slavery and human trafficking statement for the financial year ending 2016.



Euan Fraser, Global CEO