

Modern Slavery and Human Trafficking Statement, 2019

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 Financial Markets Consulting (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 360 employees in 12 financial centres 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. There is an annual review of all employee packages to ensure it is a fair reflection of that employee's contribution to the firm. In addition, we have ensured that all interviewers attend mandatory training before conducting any interviews to ensure they are conducted appropriately.

Assessing Risk in Supply Chains:

We govern all third-party relationships with slavery and human rights issues in mind, ensuring that suppliers pay their employees above the National Minimum Wage. We continue taking steps to develop a process to review and assess how all our indirect suppliers comply with the Modern Slavery Act. We have a specific focus on the recruitment agencies used by Alpha FMC to hire permanent and temporary staff to ensure their terms and conditions include a specific requirement to comply with the modern slavery legislation. In the year ahead, our Operations teams have been notified that Alpha FMC's new supplier contracts also have to be agreed in line with the Modern Slavery Policy. In addition to this, Alpha FMC reviewed its business against the United Nations Sustainable Development Goals and we will be utilising the report to review actions for the next Financial Year.

Development of Alpha FMC's Business:

Alpha FMC has recently launched an ESG (Environmental, Social, Governance) & Responsible Investing Proposition. The development of the ESG proposition enables Alpha FMC to support our clients in integrating ESG Factors into their existing investment processes and develop their commercialisation strategy.

Employee Training:

Alpha FMC have highlighted the modern slavery policy to all employees to educate them on how to spot all forms of slavery by including the Modern Slavery policy in the Employee Handbook. Alpha FMC has a dedicated CSR role that works HR with the responsibilities of; answering any further questions that employees may have around modern slavery. Alpha FMC updated the Employee Handbook to ensure employees know where they can get further information on modern slavery and how to identify it. Globally, employees were also offered the opportunity to attend Bystander training which provided an action toolkit and identified the necessary support channels if an employee is witness to any incidents that may need intervention or reporting. As part of our commitment to tackling Modern Slavery and Human Trafficking, we are looking to make this a mandatory training session.

Reporting Slavery Suspicions:

Alpha FMC remains 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. Previously Alpha FMC planned to measure this area by recording the number of concerns raised and investigated in line with Modern Slavery Policy. There were no cases reported this year. We have also developed an anonymous reporting functionality that allows employees to raise any concerns they may have regarding Modern Slavery and Human Trafficking.

Living Wage:

Alpha FMC became an accredited Living Wage employer as of 29th January 2018. The Living Wage is calculated according to real living costs and represents Alpha's continued commitment to remunerating its employees and support staff fairly.

Diversity and Inclusion (D&I):

Alpha FMC is dedicated to creating a workspace that presents equal opportunities for all employees through our four core D&I pillars of Gender Equality, Wellbeing in Alpha, Pride in Alpha and Cultural & Social mobility in Alpha. This year we also launched our fifth D&I stream: Disability Confidence.

Alpha FMC will review and update this statement annually in line with section 54(1) of the Modern Slavery Act 2015 and as part of Alpha's dedication to its corporate social responsibility strategy, as well as its Living Wage employer commitment.

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 31 March 2020.

Approved by the Board on 4 September 2019 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Euan Fraser', written in a cursive style.

Euan Fraser, Global CEO