

Alpha FMC: Modern Slavery Statement

Modern Slavery represents an international problem that transcends age, gender and race. People end up trapped in modern slavery because they are vulnerable to being tricked, trapped and exploited, often as a result of poverty and exclusion. It is these external circumstances that push people into taking risky decisions in search of opportunities to provide for their families or are simply pushed into jobs in exploitative conditions. Modern Slavery is a collective term used to describe things like human trafficking, forced or bonded labour, slavery of children, and forced or early marriage. The Modern Slavery Act makes significant steps towards preventing Modern Slavery in organisations and their supply chains. This statement describes the policies and procedures that Alpha Financial Markets Consulting Group (Alpha) has in place throughout our business, supply and procurement chains to combat slavery and exploitation. It has been made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes our statement for the financial year ending 31st March 2023.

Alpha is a leading provider of management consultancy services to the asset and wealth management industry, with over 1,000 employees in 16 financial centres globally.

While Alpha, as a professional services provider, does not operate in an industry where Modern Slavery and Human Trafficking 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 identifying and preventing human rights abuses.

Assessing Risk in Supply Chains:

Our suppliers are for the most part in the areas of professional services, commercial real estate, staff benefits and healthcare, facilities management, office equipment and computer hardware and software. All our suppliers are expected to implement a zero-tolerance approach to Modern Slavery and we pride ourselves on promoting ethical and sustainable business practices. All enquiries surrounding Modern Slavery form part of our ongoing supplier due diligence processes.

From an operational perspective, our teams aim to include ESG criteria in their enquiry process, which would include sustainability checks, adequate people and social policies, and their impact on the wider business.

In addition, Alpha has a dedicated Corporate Sustainability team responsible for ensuring our business practices are sustainable over the long-term and consider the needs of all our stakeholders.

We will endeavour to monitor our progress against industry best practice on a periodic basis, and communicate to our investors, employees, clients, and suppliers, who are all key stakeholders of the Alpha business.

Ensuring Fair Compensation and Appropriate Recruitment Procedures:

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 so that we can continue to attract and retain staff and appropriately benchmark ourselves against our peers to ensure that our packages are a fair reflection of the roles in the market. When Alpha uses external providers to assist with recruitment processes, these will always be recommended and reputable recruitment agencies.

Living Wage:

Alpha 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 fairly. A review was carried out this year to ensure that our key suppliers across the London offices employing staff are paying their employees at least the new London Living Wage; all suppliers confirmed in writing that this is the case. We are also in discussion with Living Wage to roll out these checks in other locations.

This is a fundamental initiative that we undertake to ensure that Modern Slavery does not take place within our business or supply chains.

Employee Training and Awareness:

All Alpha policies are available for staff to access on our HR portal, and we have rolled out updated training materials where required. Globally employees are also offered training with respect to gender equality and Alpha core values. This training provides an action toolkit and identifies the necessary support channels if an employee is witness to any incidents that may need intervention or reporting.

How to Report Suspicions of Slavery:

Alpha remains committed to protecting whistle-blowers and encourages employees, who suspect wrongdoing of any nature, including that of human rights abuse and slavery, to report this information via the processes outlined in the employee handbook. Alpha measures this area by recording the number of concerns raised and investigated in line with the Modern Slavery and Human Trafficking 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.

Alpha will review and update this statement annually in line with section 54(1) of the Modern Slavery Act 2015 as well as embedding the review in line with Alpha's wider company roadmap.

Approved by the Board on 15 June 2023 and signed on its behalf by:



Luc Baqué, Global Chief Executive Officer

Summary of changes:

- Reviewed Living Wage criteria for all London suppliers, and progressing discussions for other regions
- Updated training delivered to employees
- Additional information to be shared in our first Sustainability Report, to be released towards the end of 2023.

Contact

If you have questions or would like further information about Alpha's Modern Slavery Statement, please contact enquiries@alphafmc.com