

ALFRED H KNIGHT

Inspect. Test. Trust.

MODERN SLAVERY TRANSPARENCY STATEMENT 2022

This statement relates to Alfred H Knight Holdings Limited covering all business regions, operating companies and business units throughout the world, including wholly owned and jointly owned subsidiaries. The statement relates to the financial year ending 2022.

The Alfred H Knight group is privately owned and is a leading provider of professional services in the metals and minerals industry covering inspection, sampling, analysis and technical consultancy. We are a leading provider of inspection and testing services for the global coal, coke and biomass industry and we are developing new markets in inspection and testing within the agricultural commodity chain.

Alfred H Knight Holdings Limited and its Group believe that any form of modern slavery should play no role in the operation of our business. Our [Anti-Slavery and Human Trafficking Policy](#) reflects our commitment to acting ethically and with integrity in all of our business relationships and we have set out the steps we take to ensure that slavery or human trafficking is not occurring in our business or in our supply chains in this statement.

This statement was approved by the Board of Alfred H Knight Holdings Limited on 30th June 2023 and is made in accordance with Section 54(1) of the Modern Slavery Act 2015.

Signed



Ian Baxter

Chief Executive Officer

For and on behalf of Alfred H Knight Holdings Limited

Alfred H Knight Holdings Limited

Kings Business Park, Kings Drive, Prescot, L34 1PJ, UK

Tel +44 (0) 151 481 5850 **Email** enquiries@ahkgroup.com www.ahkgroup.com

Alfred H Knight Holdings Limited 01945874 | Registered London, England
All work is undertaken subject to our standard trading terms and conditions of business.



Relevant companies for the purposes of section 54(2) of the Modern Slavery Act 2015:

Alfred H Knight Energy Services Limited

Alfred H Knight International Limited

Alfred H Knight Consultancy Limited

MEL Wastes Insights Limited

Alfred H Knight Eastern Europe Limited

Alfred H Knight Solid Fuels Limited

OUR POLICIES:

We have implemented robust policies and procedures to prevent modern slavery and human trafficking within our organisation and supply chains. These policies include, but are not limited to:

Code of Conduct: We have a comprehensive Code of Conduct which includes our [Anti-Slavery and Human Trafficking policy](#), [Anti-Bribery and Corruption Policy](#) and [our Code of Ethics and Compliance](#), that sets out our expectations for ethical behaviour, human rights, and labour practices for all our employees and suppliers.

Supplier Due Diligence: We conduct thorough due diligence on our suppliers to assess and mitigate the risk of modern slavery and human trafficking. This includes evaluating their policies, practices, and commitment to human rights or hold policies that meet the standard of Alfred H Knight's [Compliance and Corporate Governance](#) policies.

Employee Awareness and Training: We provide ongoing training and awareness programs to our employees to ensure they understand the risks of modern slavery and their responsibilities in preventing it. We encourage employees to report any concerns or suspicions.

Whistleblowing Policy: We have a confidential reporting mechanism, including a [whistleblowing policy](#), to allow employees, suppliers, or anyone working with us to report any suspected cases of modern slavery or human trafficking without fear of retaliation.

Continuous Improvement: We are committed to continuously reviewing and improving our policies, procedures, and practices to ensure they effectively address the risks of modern slavery.

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TESTING, INSPECTION AND CERTIFICATION COUNCIL:

We recognise the importance of our industry body, TIC, and have actively engaged with them to improve compliance across our Group and participate in annual audits of our processes and documentation.

We continue to meet our commitments laid down by the Testing, Inspection and Certification Council (TIC), formerly known as the International Federation of Inspection Agents (IFIA). TIC has provided all members with their [Compliance Code](#) which defines the standard code of conduct and principles to which TIC members are required to comply which includes Modern Slavery requirements.

We annually review our tendering and procurement practices in relation to modern slavery. To ensure our effectiveness we continuously monitor any third party we work with in the following ways:

- 24 hour update of the risk assessment;
- Recurring internet and database searches to identify any new red flags including adverse media and sanctions;
- A periodic review and request for third parties to submit an annual acceptance of AHK policies, in particular anti-bribery and corruption; and
- Periodic review of third party's payment requests and payments.

EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING:

Through using our network of trusted suppliers and with improved vetting of new suppliers (including financial and adverse media checks) we are pleased to say that we have not identified any instance of modern slavery during the year across our supply chain.

OUR FUTURE COMMITMENT:

We are committed to continuously improving our efforts to prevent and address modern slavery in our operations and supply chains. We will continue to review and update our policies and procedures to ensure that they are effective in preventing modern slavery. AHK is committed to growing our compliance and environmental, social and governance structures with additional hires, surveys and audits to be undertaken during 2023.

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