

# MODERN SLAVERY STATEMENT

## Introduction

Amalgamated Laboratory Solutions Limited, (ALS) including its group of manufacturing sites across the UK is publishing this statement in compliance with section 54(1) of the Modern Slavery Act 2015.

This statement has been approved by the Board of Directors of Amalgamated Laboratory Solutions Limited on behalf of the group.

Information contained within this statement is correct at the date of publish. The statement details the steps taken by the Amalgamated Laboratory Solutions Limited to comply with the provisions of the Modern Slavery Act to aid in the prevention of modern slavery and human trafficking for financial year ending 2023.

## Our Business

ALS is building the UK's leading, most innovative, and technologically advanced dental manufacturing business.

Our network comprises of twenty six manufacturing sites across the UK and Ireland with over five hundred employees providing services in Scotland, England, Wales, Northern Ireland, and Ireland. This is expected to increase over the next twelve months.

Our rapid growth in 2022 has significantly increased our group size and supplier network. Prioritising development of our policies and processes over the coming twelve months will be key to managing our supply chain. Focus will be on identifying potential risks within our existing business and supply chain, alongside all new suppliers. We are committed to working collaboratively to mitigate any perceived or identified risks.

## Relevant Policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations;

- Through our Whistleblowing policy we encourage all our workers, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation;
- Our Code of Conduct makes clear to employees the actions and behaviours expected of them when representing our organisation and liaising with our supply chain. We strive to maintain the highest standards of employee conduct and ethical behaviour;
- We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency we use before accepting workers from that agency.

## KPI indicators

During the 2023 financial year, Modern Slavery and anti-slavery measures will continue to be developed and reviewed. ALS will introduce a preferred supplier audit process, allowing for increased governance within our supply chain and supplier selection process.

## Training and awareness

In 2022 ALS carried out first Your Say employee survey. An independent firm, was responsible for collecting and analysing the responses to the survey and feeding back detailed results to the ALS leadership team. The survey asked all ALS employees for their opinions on a range of topics, such as: day-

to-day work, diversity & inclusion and health and safety. The responses recognised the need to expedite the launch of our ALS Academy providing access to targeted training and development opportunities for our people.

This statement was approved by the Board of Amalgamated Laboratory Solutions Limited on 14<sup>th</sup> April 2023.

### Signatures

Name: Mr T R Lavery  
Position: CEO  
Date: 5/05/23

Signature: 

Name: Mr K J Burns  
Position: CFO  
Date: 14/04/23

Signature: 



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