

MODERN SLAVERY STATEMENT

Introduction

Amalgamated Laboratory Solutions Limited (“ALS”), including its group of manufacturing sites across the UK, publishes this statement in compliance with section 54(1) of the Modern Slavery Act 2015 and the associated statutory guidance updated in 2022. This statement covers the financial year ending 2025.

Under the Act, organisations with an annual turnover of £36 million or more that supply goods or services in the UK are required to produce an annual transparency statement. This statement has been approved by the Board of Directors of Amalgamated Laboratory Solutions Limited on behalf of the group and is signed by a director as required by the Act.

ALS is committed to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking are not taking place anywhere in our business or supply chains.

Our Business

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

At the end of 2025, ALS employed 850 people across 41 manufacturing sites in Scotland, England, Wales, Northern Ireland, and Ireland.

Our growth has significantly increased our group size and supplier network. Development of our policies and processes remains a key priority in managing our supply chain. Our focus continues to 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.

Our Supply Chains

ALS sources dental laboratory materials, consumables, equipment, and technical services from a range of UK-based and international suppliers. Our principal supply chain categories include:

- Dental materials and consumables (e.g. ceramics, metals, polymers, resins)
- CAD/CAM equipment, software, and milling services
- Implant components and prosthetic systems
- Packaging and logistics services
- Facilities management and maintenance services
- Temporary and permanent staffing services

We recognise that certain sectors and geographies within our supply chain carry a higher inherent risk of modern slavery, including manufacturing, mining of raw materials, and logistics. We continue to prioritise assessment of these higher-risk areas.

Risk Assessment and Due Diligence

During the 2025 financial year, ALS has taken the following steps to identify and address potential modern slavery risks:

- Introduced a preferred supplier audit process, enabling greater governance in supplier selection and ongoing monitoring of supply chain compliance.
- Reviewed and updated our supplier onboarding procedures to include modern slavery risk questions and minimum compliance requirements.
- ALS has conducted initial risk mapping of our supply chain, segmenting suppliers by spend, category, and geographic origin to identify higher-risk relationships.

We have not identified any confirmed instances of modern slavery within our business or supply chain during the reporting period. However, we acknowledge that the absence of identified cases does not mean the risk is absent, and we continue to strengthen our due diligence processes.

Relevant Policies

ALS operates the following policies, which together set out our approach to the identification and prevention of modern slavery and human trafficking:

- **Whistleblowing Policy:** We encourage all workers, customers, and business partners to report concerns related to our direct activities or supply chain, including any circumstances that may indicate a risk of slavery or human trafficking. Our whistleblowing procedure is designed to protect individuals from retaliation and to enable confidential reporting.
- **Code of Conduct:** Our Code of Conduct sets out the standards of behaviour expected of all employees and those acting on behalf of ALS. It covers ethical conduct, fair treatment of workers, and zero tolerance of exploitation in any form.
- **Recruitment and Employment Agency Policy:** We use only specified and reputable employment agencies to source labour. Prior to engaging a new agency, we verify its practices and require confirmation of compliance with all applicable employment legislation, including the Modern Slavery Act.

All policies are reviewed periodically and updated to reflect changes in legislation, guidance, or identified risks.

Key Performance Indicators

During the 2025 financial year, Modern Slavery and anti-slavery measures have continued to be developed and reviewed. ALS has developed a preferred supplier audit process, allowing for increased governance within our supply chain and supplier selection process. This structured framework enables us to assess and monitor suppliers against defined ethical and compliance standards, strengthening our ability to identify and respond to potential modern slavery risks across our supply base.

Training and Awareness

ALS recognises that staff awareness and education are essential to preventing and detecting modern slavery.

Future Commitments

During the 2026 financial year we will:

- incorporate Modern slavery awareness into the ALS Academy training programme, providing targeted learning for employees across relevant functions including procurement, HR, and site management.
- introduce induction training for all new employees that includes awareness of modern slavery, how to identify indicators of exploitation, and how to report concerns through the whistleblowing procedure.
- continue to evaluate training effectiveness and to identify gaps in awareness.

Board Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Modern Slavery and Human Trafficking Transparency Statement of Amalgamated Laboratory Solutions Limited for the financial year ending 2025.

This statement was approved by the Board of Directors of Amalgamated Laboratory Solutions Limited.

Signed: 

Name: Mr T R Lavery
Title: CEO, Amalgamated Laboratory Solutions Limited
Date: 11/06/26

Signed: 

Name: Mr K J Burns
Title: CFO, Amalgamated Laboratory Solutions Limited
Date: 11/06/26