



Appendix A

Modern Slavery Statement

ALS is one of the world's largest service providers of testing, inspection, certification and verification services with operations throughout Australia and the United Kingdom, and across Asia, the Pacific, North and South America, Africa and Europe. We currently have more than 15,000 employees operating from over 350 sites in 65 countries.

We believe that our success depends foremost on our reputation and to maintain that reputation requires us to conduct all our business dealings in an ethical manner and with continued commitment to compliance with the law.

We have zero tolerance for any form of modern slavery taking place because of us doing business and take the following steps to ensure that modern slavery is not occurring in our business and supply chains:

- We subscribe to respecting human rights consistent with the Universal Declaration of Human Rights and work to ensure we are not knowingly complicit in human rights abuses committed by others doing work for us or on our behalf. We express this in our Human Rights Policy and promote the adoption and adherence to the Policy throughout our business.
- We require every individual who works for us to abide by and respect the terms of our Code of Conduct. Our Code sets out our Core Values that underscore every decision we make and action we take. Acting with honesty and integrity is one of those Core Values. Acting with honesty and integrity includes respecting human rights and ensuring fair labour practices in all our operations. When we select our people, we look to bring in new employees that respect our values and who fit with our culture.
- We seek to work with suppliers that provide a safe workplace, respect human rights, not employ child labour, pay a "living wage", ensure slavery or human trafficking is not taking place within their organisation, and who have a corporate social responsibility program which demonstrates sound ethical performance.
- We foster a culture where our people are encouraged to raise concerns about poor or unacceptable practices or misconduct and can do so safely without fear of reprisal. We welcome people speaking up and we expect our people to report their concerns. We offer our full support to any person who raises a concern in good faith. Our [ALS Integrity + Compliance Helpline](#) enables any individual to confidentially report a concern, and to report anonymously should they wish to do so.

We will continue to address the issue of modern slavery by:

- Reviewing our due diligence processes to ensure they remain appropriate in order to consider the risk of modern slavery in our business and supply chains.
- Engaging with our material suppliers to identify the risk of modern slavery in our supply chain and undertake further investigation should a high risk of the violation of human rights be identified.
- Encouraging our people to report any suspicion they may have as to modern slavery in our business or our supply chain.
- Progressing the development of a Supplier Code of Conduct.

This statement is made for the financial year ending 31 March 2020. It was approved by the Board of ALS on 26 May 2020.

Raj Naran
Director
26 May 2020