A POSITIVE PARTNERSHIP

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ALM – Slavery & Human Trafficking Statement 2026

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that our business as well as our supply chains are free from slavery and human trafficking.

Introduction

ALM are committed to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

Our organizational structure and operations

ALM is a roofing materials distributor specializing in sheet lead, hard metals and associated products.
We employ 45 people at our site in Hoddesdon, England.
We have an annual turnover of £70 million.

Nature of our supply chains

Our key supplier chains involve the supply of recycled lead from our sister company Jamestown Industries Limited and a variety of market leading suppliers of Hard Metals and associated products. A list of approved suppliers is available from the purchasing department.

Policies relating to slavery and human trafficking

Our Anti-slavery policy reflects our commitment to implementing and enforcing effective procedures and controls to minimize the risks of human trafficking and other modern slavery practices infiltrating our business operations or supply chains, and to acting ethically and with integrity in all of our business activities and relationships. We ensure that our suppliers are aware of our policies and take appropriate measure to ensure that our suppliers adhere to the same high standards.

Risk Assessment

We have carried out a risk assessment to assess which of our own activities and supply chains represent the highest risk in respect of slavery or human trafficking.

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- Purchase of components from Non-EU countries
- Distribution services
- Maintenance and cleaning services

We also seek to continually review the operations of existing suppliers in relation to the risk of modern slavery and human trafficking.

Due diligence processes in relation to slavery and human trafficking

In order to monitor and mitigate the risks of slavery and human trafficking occurring within our supply chains we aim to undertake supplier audits and assessments in relation to all suppliers identified as being high risk according to the risk assessment procedures described above.

Staff training

We provide periodic training to key staff to ensure that they understand the risks of modern slavery and human trafficking infiltrating our business or supply chains and effectively operate our policies and procedures aimed at mitigating this risk.
Management meetings are used to communicate with key personnel.
We also require our key business partners to provide such training for their own staff where appropriate.

Monitoring of our anti-slavery policy

We intend to use the following key performance indicator measurements to monitor how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.
Supplier audit and assessment schedule to be completed in allocated time frames where high risk identified.

Paul Walters
Managing Director