

## Modern Slavery and Human Trafficking Statement 2024/2025

### Introduction

Allia C&C is committed to the highest ethical standards in all aspects of our business operations. This includes a commitment to ensuring that our activities do not in any way support modern slavery or human trafficking in any form. While we are not obligated to do so under the Modern Slavery Act 2015, we have chosen to publish an annual statement disclosing the steps we have taken in the previous year and any measures we intend to take to ensure that slavery and human trafficking are not taking place in our operations and supply chains.

### Our business and supply chains

Allia C&C is an FCA-regulated financial services firm offering debt advisory and arranging services to borrowers alongside intelligence and brokerage services for investors. We are a relatively small team, operating entirely within the UK with offices in London, Cambridge, and Glasgow.

The Firm has a reasonably small number of suppliers who are mostly professional service businesses. The goods and services we procure are mainly in the following areas: IT, recruitment, legal, compliance, marketing, cleaning, and office supplies.

We therefore consider that the risk of modern slavery and human trafficking in our operations or supply chains is low.

### Steps taken

To fulfil our commitment to combat modern slavery and human trafficking, we have taken the following steps:

- Initiated a risk assessment to identify any areas of potential concern within our organisation and supply chains.
- Established a confidential reporting mechanism for employees to report any concerns they may have.
- Conducted training for all employees to help them identify and respond effectively to signs of modern slavery and human trafficking.
- The Allia Group is a Living Wage Employer, committed to ensuring that all employees receive a wage that reflects the real cost of living.

### Ongoing actions

- Implement supplier due diligence procedures to assess the risk of modern slavery and human trafficking when taking on new suppliers.
- Assess the measures taken by our clients to prevent modern slavery and human trafficking and, as appropriate, encourage them to review and develop such measures and provide transparent reporting.

Date: 03 March 2025