

# All-Rates LTD Modern Slavery Statement

**Company:** All-Rates LTD

**Company Number:** 13253053

**Registered Office:** 11 Romney Marsh Business Hub, Mountfield Road, New Romney, Kent, TN28 8LH

**Financial Year:** 2024/2025

## 1. Introduction

All-Rates LTD is committed to conducting its business ethically and responsibly. We recognise the importance of preventing modern slavery and human trafficking in our business operations and supply chains.

Although All-Rates LTD is not required to publish a statement under section 54 of the Modern Slavery Act 2015 due to the size and turnover of the business, we have chosen to publish this statement voluntarily to demonstrate our commitment to ethical business practices.

## 2. Our Business and Structure

All-Rates LTD is a UK-registered company operating with a fully remote workforce. The Company employs a small number of employees and primarily provides professional services.

Due to the nature of our operations, we consider the risk of modern slavery within our direct business activities to be low.

## 3. Supply Chains

Our supply chain is limited and primarily consists of:

- Professional service providers
- Technology and cloud-based service providers
- Office and business support services

We do not operate in high-risk sectors such as manufacturing, agriculture, or construction, nor do we routinely engage suppliers in jurisdictions identified as high risk for modern slavery.

## 4. Policies and Commitments

All-Rates LTD maintains policies and procedures that support ethical labour practices and responsible sourcing, including:

- Labour Standards Policy
- Sustainable Procurement Policy
- Whistleblowing Policy
- Anti-Bribery and Anti-Corruption Policy

These policies set out our expectations in relation to lawful employment practices, fair treatment, and ethical conduct.

## 5. Due Diligence and Risk Assessment

Given the size and nature of our business, we apply a proportionate approach to modern slavery risk management.

This includes:

- Considering labour and ethical standards when selecting suppliers
- Avoiding suppliers known to engage in unlawful or unethical practices
- Taking reasonable steps to address concerns if risks are identified

At present, the Company assesses the risk of modern slavery within its operations and supply chains as low.

## **6. Training and Awareness**

All-Rates LTD ensures that employees are aware of:

- Ethical business standards
- The importance of fair and lawful labour practices
- How to raise concerns safely and confidentially

Employees are encouraged to raise any concerns relating to unethical conduct or labour practices in accordance with the Company's Whistleblowing Policy.

## **7. Reporting Concerns**

Any concerns relating to modern slavery, human trafficking, or unethical labour practices may be raised with the Managing Director or through the Company's Whistleblowing arrangements.

All concerns will be taken seriously and addressed appropriately.

## **8. Continuous Improvement**

All-Rates LTD recognises that addressing modern slavery risks is an ongoing process. We are committed to reviewing our practices periodically and taking reasonable steps to improve awareness and oversight where appropriate.

## **9. Approval**

This statement has been approved by the Managing Director of All-Rates LTD and will be reviewed **annually**.

**Signed:** \_\_\_\_\_

**Name: Gavin Fry, Managing Director**  
**For and on behalf of: All-Rates LTD**

**Date:** \_\_\_\_\_