

Modern Slavery Act Policy

1. Introduction

At Alta Vita, we are deeply committed to conducting our business operations with the utmost integrity and respect for human rights. We recognize the global challenge of modern slavery and human trafficking and acknowledge our responsibility to prevent, detect, and address these abuses within our organization and supply chains. This Modern Slavery Act Policy outlines our commitment to combating modern slavery and human trafficking and sets forth our approach to ensuring ethical practices throughout our operations.

2. Policy Statement

Alta Vita condemns all forms of modern slavery, including forced labor, bonded labor, child labor, and human trafficking. We are committed to ensuring that our business operations and supply chains are free from any practices that exploit individuals for labor or services. We uphold the principles of dignity, equality, and respect for human rights in all aspects of our business.

3. Compliance with Legal Requirements

We are dedicated to complying with all relevant laws and regulations related to modern slavery and human trafficking, including the UAE Federal Law No. 51 of 2006 on Combating Human Trafficking Crimes and any other applicable legislation in the regions where we operate.

4. Risk Assessment and Due Diligence

Alta Vita will conduct regular risk assessments to identify and evaluate the risk of modern slavery within our business operations and supply chains. We will also conduct due diligence on our suppliers, contractors, and business partners to ensure that they adhere to our standards for preventing modern slavery and human trafficking.

5. Supplier Code of Conduct

Alta Vita will develop and implement a Supplier Code of Conduct that outlines our expectations regarding ethical conduct, including the prohibition of modern slavery and human trafficking. Suppliers, contractors, and business partners will be required to comply with this code as a condition of doing business with Alta Vita.

6. Audits of Suppliers' Premises and Labor Accommodation

Alta Vita will conduct regular audits of suppliers' premises and labor accommodation facilities to assess compliance with our standards for preventing modern slavery and human trafficking. Audits will be conducted by trained personnel or third-party auditors, and any instances of non-compliance will be addressed through corrective action plans.

7. Training and Awareness

Alta Vita will provide training and awareness programs for employees to ensure they understand the risks of modern slavery and human trafficking and know how to identify and report any suspicious activities. Training will be provided to relevant employees, including those involved in procurement, supply chain management, and human resources.

8. Reporting Mechanisms

Alta Vita will establish clear reporting mechanisms to allow employees, suppliers, contractors, and other stakeholders to report any concerns or suspicions regarding modern slavery or human trafficking. Reports will be taken seriously and investigated promptly and thoroughly.

9. Monitoring and Review

Alta Vita will monitor compliance with this policy on an ongoing basis and review it periodically to ensure its effectiveness and relevance. Any necessary updates or changes to the policy will be made as required to strengthen our efforts to combat modern slavery and human trafficking.

10. Communication and Transparency

Alta Vita will communicate our commitment to preventing modern slavery and human trafficking both internally and externally. This may include publishing this policy on our website and other relevant communication channels to demonstrate our dedication to ethical business practices.

11. Accountability

Senior management at Alta Vita will be responsible for overseeing the implementation of this policy and ensuring that adequate resources are allocated to achieve its objectives. They will also be accountable for addressing any instances of non-compliance with this policy.

12. Conclusion

Alta Vita is committed to combating modern slavery and human trafficking in all its forms. Through the implementation of this Modern Slavery Act Policy, we reaffirm our dedication to upholding the highest standards of ethical conduct and corporate responsibility.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Peter Rowledge', with a small blue dot at the end of the signature.

Peter Rowledge
CEO & CO-FOUNDER

May 2024