



# Modern Slavery Act 2015: Slavery and Human Trafficking Statement

Alight Solutions

alightsolutions.com

Alight Solutions Europe Limited  
Registered in England & Wales  
No. 10612354

Registered Office  
25 Canada Square, 37th Floor,  
Canary Wharf, London E14 5LQ

We do not tolerate modern slavery or human trafficking in our organisation or in our supply chain. This statement sets out the steps we have taken to eliminate, as far as possible, the risk of modern slavery and human trafficking taking place.

## OUR GROUP STRUCTURE

As the leading provider of benefits, payroll & cloud-based HR and financial solutions, Alight Solutions enhance work and life through our service, technology and data. Our 15,000 colleagues across 50 global centres deliver an unrivalled consumer experience for our clients and their people. **We are Alight. Reimagining how people and organisations thrive.**

## OUR UK BUSINESS

Alight Solutions is a non-public group of companies which operate as a leading technology-enabled provider of benefits administration and cloud-based HR solutions. The principle activity of Alight Solutions UK is that of deploying and running cloud-based HR and financial solutions in the UK and internationally. Alight UK is organised into two business units that each specialise in a particular line of business:

- **CDS:** deploying cloud based HR and financial solutions for our clients. This includes configuring business processes, converting data from existing systems, building integrations to and from other systems.
- **HR & Financial Solutions:** partners with organisations to solve their most complex human capital and related financial challenges. We are dedicated to improving business performance and our client's employees experience. We make it easier for employees and employers to make smart decisions about how to manage work and life events. We do this by providing the full end-to-end experience, helping clients navigate everything from the process and technology deployment, to administration, end user and ongoing technology support.

## SUPPLIER DUE DILIGENCE

Experts do not consider the business sectors in which Alight operates to be high risk for slavery and human trafficking; Alight does not have intricate supply chains, or multiple levels of contracting. Our procurement process includes vetting every new supplier and carrying out a risk assessment based on the nature of the products and/or services being provided.

All our suppliers are expected to comply with all local and national laws, rules and regulations.

Alight has zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values; furthermore, our standard contract templates address compliance with the Modern Slavery Act 2015.

As part of our initiative to identify and mitigate risk we have in place systems to:

- Where possible, build long-standing relationships with suppliers and make our expectations of business behaviour clear; and
- Encourage the reporting of concerns and protect whistle-blowers.

---

Supplier responses are taken into consideration when short-listing and we make any concerns known to the supplier. Should suppliers fail to live up to our expectations or be unwilling to make changes we would cease to engage with them.

All our colleagues are expected to raise any concerns they may have about slavery and/or human trafficking within our business and/or supply chain; and managers are accountable for acting on any such concerns. Colleagues and external parties may raise concerns at any time through our ethics contact helpline.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year as approved for and on behalf of the following boards of directors:

For and on behalf of **Alight Solutions Europe Limited**

DocuSigned by:

*M. James*

Date 08 June 2020

181A6848E04E4E0...  
Director