Modern Slavery & Human Trafficking Policy

1. Purpose and Scope
This policy sets out Studio Alex Ltd's commitment to preventing modern slavery and human trafficking in our business and supply chains, in line with the Modern Slavery Act 2015. It applies to the company, its director, anyone working on our behalf, and the suppliers and subcontractors we work with.

2. What is Modern Slavery?
Modern slavery covers slavery, servitude, forced or compulsory labour, and human trafficking. It includes any situation where a person is controlled, exploited or deprived of their freedom for someone else's gain, including through debt bondage, withheld identity documents or threats.

3. Policy Statement
We take a zero-tolerance approach to modern slavery and human trafficking. We will act ethically and with integrity in all our business relationships, and will not knowingly work with any organisation or individual involved in slavery or trafficking.

4. Our Business and Supply Chain
Studio Alex Ltd is a small web design, branding, SEO and digital services business based in Staffordshire. Our supply chain is low risk and consists mainly of UK-based software and hosting providers, print and signage suppliers, and specialist freelancers. We do not manufacture goods or use agency labour.

5. Supplier Due Diligence
We choose reputable, established suppliers and expect them to comply with the Modern Slavery Act 2015 and to apply the same standards to their own supply chains. Where a supplier is unfamiliar or the risk is higher, we will ask about their working practices before engaging them, and we reserve the right to end any relationship where slavery or trafficking is found.

6. Fair Treatment
Anyone working for or with Studio Alex Ltd will be paid fairly and on time, will work freely, and will be treated with dignity and respect, in line with UK employment law.

7. Responsibilities
The director is responsible for this policy and for making sure it is followed. Anyone working on our behalf is expected to read it and to raise any concerns.

8. Reporting Concerns
Any concern about modern slavery in our business or supply chain should be raised with the director as soon as possible. Concerns can also be reported confidentially to the Modern Slavery & Exploitation Helpline on 08000 121 700. Nobody will suffer any detriment for raising a concern in good faith.

9. Training & Awareness
We will make sure anyone working on our behalf is aware of this policy and understands how to recognise and report the signs of modern slavery.

10. Annual Statement

Studio Alex Ltd's turnover is below the £36 million threshold, so we are not required to publish an annual slavery and human trafficking statement under section 54 of the Modern Slavery Act 2015. This policy sets out our commitment voluntarily.

11. Review
This policy will be reviewed annually by the director and updated where necessary.