



Modern Slavery Act 2015: Slavery and Human Trafficking Statement 2023

Alight Solutions

alightsolutions.com

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

Northgate Information Solutions
Holdings Limited
Registered in England & Wales
No. 02762332

Registered Office
c/o Corporation Service
Company (UK) Limited,
5 Churchill Place,
10th Floor, London, England, E14
5HU

We do not tolerate modern slavery or human trafficking in our organization 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

Alight is a leading cloud-based human capital technology and services provider that powers confident health, wealth and wellbeing decisions for 36 million people and dependents. Our Alight Worklife® platform combines data and analytics with a simple, seamless user experience. Supported by our global delivery capabilities, Alight Worklife is transforming the employee experience for people around the world. With personalized, data-driven health, wealth, pay and wellbeing insights, Alight brings people the security of better outcomes and peace of mind throughout life's big moments and most important decisions.

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 payroll solutions in the UK and internationally. Alight UK is organised into two business units that each specialise in a particular line of business:

- **Cloud Deployment Solutions:** 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.
- **Payroll:** Global payroll from Alight provides a complete, harmonized experience based on innovation, technology and expertise to elevate organisations payroll operations no matter the scale. Global payroll is underpinned by our industry leading technology Alight Worklife®. The cloud-based platform unifies payroll and HR in one place, creating a streamlined and standardized experience for organisation's multi-country workforces. Powered by automation, the technology provides a single platform and experience to review, manage, process, report and analyze payroll globally. Alight's payroll expertise to clients, provide in-country payroll platforms that span over 180 countries and 25 languages, providing a single, end-to-end digital experience that improves data visibility and control through actionable analytics. By simplifying the complexities of global payroll, we enable decision makers to optimize costs, uncover trends and make better informed decisions.

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** and **Northgate Information**

Solutions Limited

DocuSigned by:

Gillian Nolan

17 July 2023

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Gillian Nolan, Director