

# Modern Slavery Policy

Modern Slavery is the recruitment, movement, harbouring or receiving of any person through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation.

M&P is committed to complying with the Modern Slavery Act 2015 and endorses the implementation and promotion of ethical business practices to protect workers, both within our organisation and our supply chain.

We conduct our business fairly, ethically and with respect to fundamental human rights. We have a zero-tolerance approach to all forms of slavery and are committed to ensuring our practices combat slavery and human trafficking within our business and supply chains by taking all reasonable steps necessary. We recognise our collective responsibility to be alert to, and report the risks, however small.

**You must read and comply with this policy if you work for, or on behalf of us in any capacity including as: an employee, director, officer, worker, consultant, volunteer, supplier or service provider.**

Please watch this Home Office video to understand how Modern Slavery can be closer than you think: [https://www.youtube.com/watch?v=Jv1H\\_fAoOG4](https://www.youtube.com/watch?v=Jv1H_fAoOG4)

## Preventing Modern Slavery in our business

We provide every employee a written employment contract, and he or she is paid in accordance with UK law. We comply with our legal obligations to ensure the health and safety of all of our employees and workers, including in relation to working hours, rest breaks and holidays.

## Recruitment Process

We carry out appropriate checks on all employees, recruitment agencies and suppliers, so that we know who is working for us or on our behalf. As an employer, M&P respects international human rights standards and promotes fair reward and recognition, diversity, inclusion and equal opportunity in all employee dealings, including decisions on hiring, remuneration, training and promotion. M&P has a comprehensive recruitment process to ensure compliance with relevant employment law; this includes reference and identification checks for new starters.

## Training and Development

As part of our induction process M&P staff are reminded of their obligations to identify and report suspicions of modern slavery. This training intends to equip employees with the skills to recognise signs of slavery and human trafficking and report it. The overarching objective is to prevent slavery and human trafficking from occurring within M&P or its supply chain.

## Reporting

You must immediately report any suspicions of Modern Slavery in our business or supply chains to Karen Clarkson, MD, who will investigate and report to Jon Kelly, CEO within a reasonable time, on actions which may require to be taken.

You will not suffer any detrimental treatment as a result of reporting any genuine concerns, raised in good faith, under this policy. This applies, even if after investigation, they are found to be mistaken. If you suspect or have witnessed any such treatment, you should immediately inform Karen Clarkson, or refer to our Grievance and Whistleblowing Policies which can be found in the M&P Companion.

If you are an employee, this policy does not form part of your employment contract, and we may update it at any time. All employees are required to sign a copy of this policy to show they have read and understood it.

## Notes for Suppliers

If you supply us with goods or services, you must assess your business and supply chains and confirm to us that you:

- Comply with your legal obligations, in relation to Modern Slavery
- Are committed to ensuring there is no Modern Slavery taking place in your business, or in any of your supply chains; and
- Provide a copy of your anti-slavery policy

If you breach this policy, or are found to have Modern Slavery in your business, or knowingly in your supply chain, we may terminate our contract with you and pursue legal remedies against you.

Failure to agree to this policy may result in termination of the contract between you and M&P. It could also involve other legal steps being taken against you. All suppliers are required to sign a copy of this policy to show they have read and understood it.