OWEN MUMFORD

Owen Mumford Ltd – Modern Slavery Policy Statement

Owen Mumford recognises and stands by the provisions of the Modern-Day Slavery Act 2015. We recognise that we operate as part of a wider ecosystem of customers, suppliers and other partners and we are committed to protecting human rights to ensure that every single person is treated with respect and professionalism.

Statement of continued support

Our approach to ethical trade and human rights is not only supported by our commitment as an organisation to the United Nations Global Connect Ten Principles, but also includes:

- An online Eligibility to Work in the UK Process, which means we are doing everything we can to ensure we are not engaging anyone who has been trafficked and can't legally work in the UK.
- A robust suite of people policies such as a Whistleblowing Policy, a Recruitment and Selection Policy, an Anti-Bribery Policy and an Equal Opportunities Policy.
- An online Modern Slavery training module is being introduced as part of the induction process. This training will form part of an e-learning programme for all existing associates, with refresher training taking place every two years.
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We are committed to ensuring our work environment is free from human trafficking and forced labour and strongly believe that we have a responsibility for promoting ethical and lawful employment practises throughout our supply chain. We will not knowingly support or deal with any business involved in slavery or human trafficking. We continue to refine and operate supplier due diligence and approval procedures to support this aim.

Commitment

As part of our commitment to identify and mitigate risk Owen Mumford and its supply chain are required to adhere to the following requirements:

- Will not use forced or compulsory labour i.e., any work or service that a worker performs involuntarily and under threat of penalty.
- Will ensure that the overall terms of employment are voluntary.
- Will comply with the minimum age requirements required by current legislation.
- Will ensure that Owen Mumford associates are paid with wages and benefits that meet or exceed the legally required minimum and will comply with working time directive legislation.
- Will not engage in any practise of slavery, servitude, forced labour and/or human trafficking outside the UK which would constitute an offence if that conduct took place within the UK.
- Will encourage any sub-contractors or suppliers from whom they source goods and/or services for incorporation in those supplied to Owen Mumford to adhere to these requirements.

In contractual agreements, we will require all suppliers to ensure they comply with applicable laws and regulations including those in relation to employment conditions, human trafficking or forced labour.

Accountability

Any associate, contractor or supplier involved in inappropriate conduct or in violation of legislation or regulations, may be subject to corrective action, up to and including termination of employment or cancellation of their contract for goods and/or services.

Approval

This statement was approved on behalf of the board of directors by the Managing Director, Jarl Severn, on 19 July 2023.