2023 - Modern slavery statement

Overview

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes MAG's slavery and human trafficking statement for the financial year ended 31 December 2023 and was approved by the Board on 26 April 2024.

Modern slavery is an international crime that transcends age, gender and ethnicity. It impacts millions of people around the world through the illegal exploitation of people for personal or commercial gain. Victims often find themselves trapped, against their will, in situations of domestic servitude, sexual exploitation, forced marriage, forced criminality, and forced labour often as the result of coercion, bribery, deceit or human trafficking.

Our Approach

Our values of *'Determined, Expert, Integrity, Compassion and Inclusive'* are the pillars of our culture and underpin expectations of behaviour and our culture.

MAG has zero-tolerance towards human trafficking and breaches of the Act. If we find breaches within our supply chain, we will look to support companies in their efforts to comply with the legislation.

MAG seeks to treat everyone fairly and consistently, creating a workplace and environment that is open, transparent and trusted. Our policies and procedures relating to the Act align with our culture and values.

Our Systems

Procedures to address modern slavery risk include:

- A dedicated hotline that allows for anonymous reporting by our people or those we work with. This is handled through our established process for concerns and complaints.
- Employment policies that protect our people from unfair treatment by promoting a fair and inclusive workplace
- Robust recruitment processes in line with relevant employment laws across all territories in which we operate including an annual market-related pay and rewards review.
- Providing modern slavery training to promote education and awareness of safeguarding, equity, diversity and Inclusion.
- Wellbeing initiatives to support our people's physical, mental wellbeing and lifestyle choices.
- A 'procurement policy' and 'Supplier code of conduct' defining the standards we expect.
- Due diligence, risk assessment and management controls that attest all our processes.

MAG systematically reviews any risks of modern slavery as part of our risk management framework to ensure compliance with the principles the Act.

This policy can be viewed at HM Home Office Modern Slavery Register

Approved by Board of Trustees April 2024