

## **Modern Slavery Act Statement**

### **Our Policy**

M&I Group is opposed to all forms of slavery, human trafficking, forced labour and violation of human rights. We are therefore committed to ensuring that appropriate policies, processes and procedures are in place to identify and prevent these practices in any part of our business or supply chain.

### **Our Business**

We are an international company with offices in the UK, USA, India, China and UAE and our customers are located in over 60 countries around the globe. We are an independently owned, financially strong organisation with a track record of steady growth.

### **Our Supply Chains**

We currently work with a variety of UK and international suppliers and professional advisors in over 22 countries, to support the business activities we carry out from our UK manufacturing facility and from our overseas offices.

We are currently assessing the risk of modern slavery practices arising within our supply chain and are concluding that such risks are low in relation to our professional services providers. Potential risks which may arise within our business would be in relation to our manufacturing supply chain. We will manage this risk through the use of reputable suppliers confirming to us that their own business activities do not involve any form of slavery or human trafficking.

### **Due Diligence Processes**

As part of our commitment to identify and mitigate modern slavery risks, we will :

- Identify and assess potential risk areas throughout our business and its supply chain and put systems and processes in place to mitigate the risk of modern slavery practices occurring in our supply chains
- Undertake due diligence when considering taking on new suppliers – including adding additional questions to our Supplier Approval Audit, and regularly review our existing suppliers
- Utilise our Whistleblowing policy, systems and processes to protect whistle blowers.

### **Partner and Supplier Adherence to Our Values**

We have zero tolerance to all aspects of modern slavery and human trafficking and are putting in place processes to ensure all our partners and suppliers sign up to the adherence of our values.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and supply chains, we will provide training to all our staff, and require our business partners to return an annual declaration confirming their compliance with the Act.