


		<b>Anti- Slavery Policy</b>				
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		Approved	CEO	Issue Date	September 2016	
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## 1. Purpose


The Company is committed to a zero-tolerance approach to slavery and to preventing acts of slavery and human trafficking from occurring within both its business and supply chain, and imposes those same high standards on its sub- contractors, suppliers and other business partners.

## 2. Policy

- 2.1 The Mansfield Group agree that Modern Slavery is a criminal activity and a violation of Human Rights. Exploitation of a person by depriving them of liberty and forced work at unacceptable pay levels for commercial or personal gain is unacceptable.
- 2.2 All staff employed directly, as part of a subsidiary company or part of the supply chain have a duty to communicate our zero tolerance of these issues at the start of any business relationship.
- 2.3 The policy is designed to:
  - Identify and assess potential risk areas in our business, sub- contractors and supply chains.
  - Reduce the risk of slavery and human trafficking occurring in our business, sub- contractors and supply chains.
  - Monitor potential risk areas in our business, with sub- contractors and supply chains.
  - Provide adequate protection for whistle blowers

## 3. What is Slavery?

- 3.1 Modern slavery is a complex and multi-faceted crime and tackling it requires all of us to play a part. At a basic level, of course preventing exploitation and human trafficking, and protecting our workforce and reputation makes good business sense.
- 3.2 The Modern Slavery Act 2015 covers four activities:
  - **Slavery-** Exercising powers of ownership over a person.
  - **Servitude-** The obligation to provide services is imposed by the use of coercion.
  - **Forced or compulsory labour-** Work or services are exacted from a person under the menace of any penalty and for which the person has not offered themselves voluntarily.
  - **Human trafficking-** Arranging or facilitating the travel of another person with a view to their exploitation.

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#### **4. Responsibility**

- 3.1 The company identifies that the **Chief Executive Officer, Chief Operating Officer and Chief Financial Officer** will actively insure that minimum labour standards are adhered to, and that how the business factors in to its costing structure full labour costs into sourcing of materials and production to avoid introduction of slave labour.
- 3.2 Due diligence is carried out when entering into new contracts or extending contracts.
- 3.3 All parties are aware that in the event of any evidence of slavery as outlined in the Modern Slavery Act 2015, the company reserves the right to terminate the business relationship with immediate effect, without penalty.

#### **5. Employee Engagement**

- 5.1 Any employee with concerns about the issue may report it in the knowledge that they will be protected under the company Whistleblowing policy.
- 5.2 We have made our employees aware of the Modern Slavery Act, including its definitions of slavery and human trafficking, and what to do if they suspect a case of slavery or human tracking, listed above under section 3 of this policy.

This policy is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 30<sup>th</sup> June 2017.