



MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

Modern Slavery and Human Trafficking Policy

Mitchell & Mayle Ltd recognises that modern slavery and human trafficking is a violation of fundamental human rights and is contrary to the Modern Slavery Act 2015 (the "Act").

We take a zero tolerance approach to non-compliance with this policy and will not tolerate any slavery or human trafficking in any part of our business or our supply chain. This policy applies to all Mitchell and Mayle Ltd business, its officers, directors and employees, whether permanent or temporary.

Mitchell and Mayle Ltd will take steps to ensure that modern slavery and human trafficking is not taking place within its business and supply chain, this will be achieved by ensuring that:

- Suppliers comply and act in accordance with this policy. Our preferred supplier base will be made up of either Achilles accredited businesses, as compliance with the Act is covered by Achilles compliance, or suppliers that have undertaken a pre-qualification questionnaire, which will also cover the Act.
- All recruitment is carried out in a fair and transparent manner and will comply with all relevant legislation and standards.
- The requirements and expectation placed on our supply chain will be clearly set out and will be included in contractual terms where contracts are issued.
- Mitchell and Mayle Ltd and our supply chain will comply with the Immigration, Asylum and Nationality Act 2006.
- We will take a zero tolerance approach to modern slavery and human trafficking across all sites and working with all clients. Where concerns are raised these will be actioned immediately by our Director's.
- We will train and raise awareness regarding the issues and risks surrounding modern slavery and human trafficking. Our employees will know how to recognise at risk events and situations and the arrangements for reporting concern internally.

At Mitchell and Mayle Ltd all employees have an individual responsibility to ensure compliance with this policy, including being alert to the risks of unlawful practice. Any concerns should be reported immediately to our Administration Manager or in their absence a Director.

We consider any breach of this policy to be a serious offence that may lead to criminal investigation. Any violation of this policy, or failure to report any concern or suspicion appropriately, may result in disciplinary action, with dismissal in appropriate circumstances.

In addition, Mitchell and Mayle Ltd will notify the relevant authorities where any employee or supplier is known to be in contravention of the Act.

This policy will be reviewed annually to ensure it reflects current legislation and regulations.

Signed:

Mr Steven Mayle

Director on behalf of Mitchell & Mayle Ltd

Date: 04 July 2018

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