

Modern Slavery Policy

Last Reviewed: June 2024
Last Amended: June 2024

Aim

1. MSI Group Limited (“MSI Group”) is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. MSI Group is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. MSI Group provides appropriate training and awareness information for all of its staff on modern slavery, human trafficking, forced labour and other similar human rights abuses. Staff are trained on how to spot potential or actual cases and how support can be given to any victims of modern slavery. In particular:
 - Our recruiters, HR personnel, and/or staff involved in our procurement and supply chain undertake training that includes guidance around modern slavery and human trafficking, as well as other wider human rights issues.
 - All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management. Victims of the offences outlined in this policy tend to be vulnerable adults and/or children so spotting it as early as possible is the best way to safeguard the victims and protect them from future harm.
 - All of our staff are given information of organisations who can help support victims of modern slavery. These include, but are not limited to:
 - Modern Slavery Helpline
 - Gangmasters & Labour Abuse Authority
 - Migrant Help
 - Unseen
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to the HR director or senior management.
5. Reports surrounding these issues are taken extremely seriously by our board of directors and senior management team, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:

- Removing that organisation from our preferred supplier list.
 - Passing details to appropriate law enforcement bodies.
 - Supporting victims of modern slavery
6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
- The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements,
 - The level of modern slavery training and awareness amongst our staff.
7. As part of our efforts in this area, we publish a modern slavery statement on our website on an annual basis.
8. We would also recommend reading this in conjunction with our other policies, including our:
- Corporate social responsibility policy,
 - Ethical procurement policy,
 - Anti-bribery / corruption policy, and
 - Whistle-blowing policy.

This policy was adopted on 1st January 2016 after being agreed by our board of directors. It is reviewed annually.