

Anti-Slavery and Human Trafficking Policy

1. Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another for personal or commercial gain.

2. Policy Principles

Magicman has:

- A zero-tolerance approach to modern slavery.
- A commitment to acting ethically and with integrity in all our business dealings to ensure modern slavery is not taking place anywhere in our business or in our supply chains.
- A commitment to ensuring transparency in our approach to tackling all forms of slavery throughout our supply chains that is consistent with our disclosure obligations under the Modern Slavery Act 2015.
- An expectation that all our contractors, suppliers and other business partners, will seek to prohibit the use of forced, compulsory or trafficked labour, or the holding of persons in slavery or servitude.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, apprentices, agents, contractors, external consultants, and business partners.

3. Responsibility for this policy

The Company's CEO has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. The CEO also has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy

4. Compliance with this Policy

All staff should read and comply with this policy. The prevention, detection & reporting of all forms of slavery in any part of the Company's business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your Line Manager as soon as possible

The Company encourages anyone to report their genuine concerns in good faith, even if they turn out to be unfounded. We shall ensure no one suffers any detrimental treatment as a result of reporting their suspicions that modern slavery may be taking place.

5. Awareness of this policy

Training and awareness of this policy and on the risk our business faces from modern slavery forms part of every employee's induction process.

6. Breaches of this policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this

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Susie Wall	Poppy Henderson	Mark Henderson	July 2024

policy. Beaches may also be reported to the relevant authorities.

7. Managing Improvements

Feedback from staff, policy breaches, any actions relating to the awareness or changes to the law or working directives, will be monitored by the HR Manager and this policy will be updated accordingly.

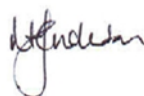
Employee Name: _____

Signature: _____

Dated: _____

Signed by: Mark Henderson CEO

Date: 31.07.2024



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Susie Wall	Poppy Henderson	Mark Henderson	July 2024