



Anti-Slavery Policy

Introduction

At Mirage and Mole Limited, we are committed to preventing and eradicating slavery, forced labour, and human trafficking in our business operations and supply chain. We recognise that these issues are a global problem and we have developed this anti-slavery policy to ensure that we meet our legal and moral obligations to combat these forms of exploitation.

Scope

This policy applies to all employees, volunteers, contractors, and other third parties who work with or on behalf of our company. It covers all aspects of our business, including our offices, events, and online platforms.

Policy Statement

We will:

- Take all reasonable steps to prevent slavery, forced labour, and human trafficking in our business operations and supply chain
- Promote a culture of anti-slavery within our company, and ensure that all employees are aware of their responsibilities
- Provide appropriate training and support to employees to enable them to fulfill their anti-slavery responsibilities
- Respond promptly and appropriately to any concerns or allegations of slavery, forced labour, or human trafficking
- Work in partnership with other organisations and agencies to combat slavery, forced labor, and human trafficking

Responsibilities

All employees are responsible for:

- Being aware of the signs of slavery, forced labor, and human trafficking
- Reporting any concerns or allegations of slavery, forced labor, or human trafficking to the designated anti-slavery officer
- Complying with this policy and any related procedures and guidelines

The designated anti-slavery officer is responsible for:

- Coordinating the company's anti-slavery efforts
- Providing advice and guidance to employees on anti-slavery matters
- Ensuring that any concerns or allegations of slavery, forced labour, or human trafficking are reported and investigated in accordance with relevant legislation and guidance



Safeguarding Policy

- Maintaining records of concerns, allegations, and investigations
- Reviewing and updating this policy and related procedures and guidelines on a regular basis

Procedures

If an employee has a concern or an allegation of slavery, forced labour, or human trafficking, they should report it immediately to the designated anti-slavery officer. The designated anti-slavery officer will then:

- Take steps to protect the individual(s) who may be at risk
- Gather information and evidence
- Report the concern or allegation to the relevant authorities as appropriate
- Keep the employee informed of the outcome of the investigation

All employees are required to attend anti-slavery training and must sign and abide by the company's code of conduct.

Conclusion

At Mirage and Mole Limited, we take our anti-slavery responsibilities seriously and are committed to preventing and eradicating slavery, forced labour, and human trafficking in our business operations and supply chain. We will continue to review and update this policy and related procedures and guidelines to ensure that we meet our legal and moral obligations to combat these forms of exploitation.

Signed by - Lee Moulson (Managing Director):

Lee Moulson

Date: 3 January 2023

Review Date: 1 January 2024