



MEDIA HUT

Modern Day Slavery and Human Trafficking

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 in order to exploit them for personal or commercial gain.

Media Hut has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships within the supply chain.

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, agents, contractors, external consultants, third-party representatives and business partners.

Procurement

As a supplier of sustainable promotional products, we purchase substantial amounts of goods, the vast majority being manufactured overseas. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain, or in any part of our business.

We require all suppliers to provide assurances that the products and services they supply are free of modern slavery and human trafficking, from the appropriation of raw materials and right through the manufacturing and distribution process.

Our suppliers must also comply with the United Nations Universal Declaration of Human Rights, the International Labour Organisation's standards on child labour and minimum age, the United Nations Global Compact and the Modern Slavery Act 2015. **Suppliers must ensure their suppliers and subcontractors also comply with these standards.**

Action

We require every employee to undertake training on how to spot and report modern day slavery and human trafficking.

We are also:

- Continuing to identify and assess potential risk areas in our supply chains.
- Continuing to establish how to mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Continuing to monitor potential risk areas in our supply chains and consider proportionate ways to ensure compliance by our suppliers.
- Continuing to commit to the protection of whistle blowers and to encourage the reporting of genuine concerns, including in respect of modern slavery and human trafficking.
- Considering appropriate, effective and proportionate ways of raising staff awareness.

Signed on behalf of the Board of Directors:

Signature: *K. Dukes*

Date: 14.6.24

Karl Dukes

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Company registered in England 2933166

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