

Slavery and human trafficking statement.

On 29 October 2015 the Modern Slavery Act 2015 came in to force and with it new requirements for businesses to report on slavery and human trafficking. Section 52 of the Act calls on Councils, and other public authorities, to notify the Home Office of any individuals that they believe may be victims of slavery or human trafficking.

As a supplier and services partner to public authorities Magma Cloud Limited is committed to preventing slavery and human trafficking in all of our activities, and committed to ensuring that its supply chains are free from slavery and human trafficking. We are publically signalling this commitment through the publication of this statement.

Magma Cloud Limited will promote awareness of Modern Day Slavery amongst all parts of our business – including (but not limited to) directors, staff, contractors, subcontractors, partners, and suppliers - as follows:

1. Regularly train and raise awareness to all staff / directors / contractors formally in how to detect and respond (and ultimately prevent) the use of modern slavery and human trafficking.
2. Require its contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for non-compliance.
3. Challenge any concerning (e.g. abnormally low-cost) supply chain proposals to ensure they do not rely upon the potential contractor practising modern slavery.
4. Highlight to its suppliers that contracted workers are free to join a trade union and are not to be treated unfairly for belonging to one.
5. Publicise our alerting and reporting systems for staff and contractors to report any suspected examples of modern slavery.
6. Require its tendered contractors to adopt a clear reporting policy which enables their own staff to report any suspected examples of modern slavery without any fear of adverse reactions.
7. Review and audit contracts and spending regularly to identify any potential issues with modern slavery and/or changes to the laws and guidelines.
8. Use risk management processes to identify issues concerning modern slavery (in any part of our business eco-system) and refer them to the relevant agencies as required by law and guidance.
9. Refer for investigation via the National Crime Agency's national referral mechanism any of its staff or contractors identified as a cause for concern regarding modern slavery.
10. Assess and analyse on the implementation and effectiveness of this policy annually, and publish it openly to any client or supplier requesting it.

Suitable bespoke training is provided targeted at full time staff as they may be more likely to encounter incidents of modern slavery or human trafficking in the course of their duties, examples would include delivery consultants and supplier management services.

Whilst incidents of slavery and human trafficking are relatively rare, all Magma Cloud Limited employees are asked to be vigilant in the carrying out of their day to day duties and, where appropriate, notify the Managing Director or Company Secretary of any concerns.

Policy last updated: 27/01/2022

Reviewed by: Gary Willock, Managing Director.

Next Update: 27/01/2023