

Policy Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes The Media People Limited slavery and human trafficking statement for the financial year ending March 2023.

The Media People Limited – Registered in England number 09431011 strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains.

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 and suppliers.

Our Organisation

Supply Chain

The company's principal suppliers are technology providers and service providers, mainly based in the UK. We have devised and implemented a code of conduct for our suppliers

Suppliers shall at all times comply with this code and with the applicable national and international laws, regulations, codes and standards, both in the country in which the supplier works and in the country in which the product and/or services are sourced/provided.

Suppliers shall ensure, as far as is reasonably practicable, that their suppliers, agent(s), subcontractors and consultants, who are directly or indirectly involved in the provision of goods and/or services to The Media People Limited comply with the code.

Suppliers shall ensure:

Employment is freely chosen:

- There is no forced, bonded or involuntary prison labour.
- Workers are not required to lodge monetary deposits or their identity papers with their employer and are free to leave their employment after reasonable notice.
- Freedom of association and the right to collective bargaining respected
- Workers have the right to join or form trade unions of their own choosing and to bargain collectively.
- The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates and does not hinder the development of parallel means for independent and free association.
- Working conditions are safe and hygienic.
A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of industry and of any specific hazards.
- Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as reasonably practicable the causes of hazards inherent in the working environments.
- Workers are provided with access to clean toilet facilities and to safe drinking water, and, if appropriate sanitary facilities for food storage shall be provided.
- A senior management representative shall be responsible for Health and Safety.

Child labour shall not be used:

- There shall be no use of child labour.
- Young persons under 18 shall not be employed at night or in hazardous conditions.
- These policies and procedures relating to Child Labour shall conform to the provisions of the relevant International Labour Organisation (ILO) Standards.

Remuneration:

- Wages and benefits paid for a standard working week meet, at a minimum, national legal or industry benchmark standards, whichever is higher. In any event wages shall always be enough to meet basic needs and to provide some discretionary income.
- All workers shall be provided with written and understandable information about their employment conditions including information with respect to wages before they enter employment, and about the particulars of their wages for the pay period concerned each time they are paid.
- Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

Working hours are not excessive:

- Working hours must comply with national laws, collective agreements, and the provisions defined in the clauses below, whichever affords the greater protection for workers.
- Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week*
- All overtime shall be voluntary.
- Overtime shall be used responsibly, taking into account all the following: the extent, the frequency and hours worked by individual workers and the workforce as a whole. It shall be used to replace regular employment.
- Workers shall be provided at least one day off every 7 day period or, where allowed by national law, 2 days off in every 14 day period.

No discrimination is practised:

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age disability, gender, marital status, sexual orientation, union membership, or political affiliation.

Regular employment is provided:

- To every extent possible work performed must be on the basis of recognised employment relationships established through national law and practice.
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour only contracting, sub-contracting and home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed- term contracts of employment.

Entitlement to work:

- Only workers with a legal right to work in the country should be employed.
- For both workers and agency workers, original documents should be reviewed and then returned to workers to verify the right to work.

Labour Providers:

- Labour providers should only supply workers registered with them.
- Relationships with labour providers should be covered by a Service Level Agreement which meets all national legal requirements.
- Labour providers should be independently audited on a regular basis to ensure compliance with national requirements/legislation.

Our approach

We will continue to explore how we can enhance our procedures to help us mitigate risks associated with modern slavery or human trafficking.

Approval

This statement has been formally approved by the Board of The Media People Limited.