

MAG Modern Slavery Statement 2016

Introduction

Global statistics demonstrate beyond dispute that slavery and exploitation is a reality in our world. At MAG, we value not only our own people, but those whom we serve; our beneficiaries and their communities, and so must be vigilant in both our recruitment and supply chains.

Our Values are to be Determined, Expert, Professional, Enabling and Responsive, and our response to modern day slavery lives out these values by:

- Raising awareness across our teams to bring forward any concerns about our supply chain activities
- Ensuring our employment and remuneration practices are fair and transparent across all territories
- Challenging and supporting our suppliers to lead the fight against slavery and exploitation

Our structure and business

MAG is a charity limited by guarantee and is governed by a non-executive Board of Trustees, operating from a head office in Manchester and currently delivering activities in countries across Europe, Africa, the Middle East, and South and South East Asia. We employ over 2,500 staff, 95% of whom are local nationals.

Our work has helped more than 16 million people in conflict-affected communities in over 40 countries since 1989, giving them greater safety and the opportunity to rebuild their lives, livelihoods and futures. We provide landmine and unexploded ordnance clearance, risk education, emergency response, training and education, arms management and destruction (AMD), and contribute to the international mine action and AMD policy arena. Our turnover for the year ended 30th June 2016 was a little over £36 million.

Given that the majority of our work is delivered by our directly employed staff on the ground, with relatively small scale supply chains, we believe that the risk of slavery, human trafficking or exploitation having a connection with our business is relatively low. However, the policies and procedures outlined below further mitigate this risk, to the point that we are satisfied that we are compliant with the Modern Slavery Act 2015:

- **Recruitment and Selection Policy:** Seeks to ensure that all recruitment decisions are made fairly and transparently; that processes are free from all types of unlawful or unfair discrimination and bias to ensure that equality of opportunity is maintained for all candidates and prospective candidates; that recruitment and selection initiatives will be carried out in line with relevant legislative obligations and best practice, and that appointments will only be made on the basis of the skills, experience and aptitudes required for the role.
- **Remuneration Policy:** Seeks to ensure that we pay our people in line with the respective laws, cultures and market conditions of the relevant country context. MAG aims to provide remuneration packages that:
 - attract, develop and motivate the calibre and mix of people required
 - are fair, transparent and non-discriminatory
 - are legally compliant with national HR requirements
 - are competitive and comparable with organisations of a similar nature
 - are affordable to the organisation and ensure accountability to our donors.
- **Financial Crime Policy:** We recognise that financial crime in all its forms is contrary to MAG's Values of professionalism, transparency, accountability and undermine organisational effectiveness. We are committed to the highest ethical standards and require all staff, consultants, trustees, contractors, partners, agents and other associates to adhere to similar standards and make themselves aware of, and comply with, this policy. We have established a 'zero

tolerance' culture across the organisation in which financial crime and all other forms of corruption and criminality, including slavery, human trafficking and exploitation, are unacceptable.

- **Reporting Malpractice (Whistleblowing) Policy:** Supports MAG in maintaining the highest standards of openness, integrity and accountability in its work, through encouraging staff to be vigilant for signs of illegal or dishonest practices and serious misconduct, and to report any concerns they have. MAG is committed to ensuring that genuinely held concerns will be thoroughly investigated and those who raise these concerns will be protected against victimisation and discrimination as a result.

- **Staff Personal Conduct Policy:** All employees are required to sign this policy individually, and thereby commit to abide by all MAG's policies and procedures, terms and conditions of employment, and to ensure that conduct is in keeping with our Aims and Values. By following the policy on personal conduct, all staff should be aware what is expected of them and make the greatest contribution to achieving MAG's Mission and Vision. The Personal Conduct Policy sets out the expectations that MAG has of all employees, as well as providing examples of behaviours and actions that will always be unacceptable. The basis of this Policy is to ensure that professional and personal action does not bring the organisation into disrepute. In particular, it requires staff to "avoid involvement in any criminal activities, activities that contravene human rights, or that compromise the work of MAG" and to "refrain from any form of [...] exploitation".

- **Protection of Children and Vulnerable Adults Policy:** We believe that any form of abuse towards children and the vulnerable individuals with whom we work is unacceptable, is an abuse of their rights and will not be tolerated. All people have the right to protection from abuse and exploitation, and we recognise our responsibility to ensure that staff, volunteers and partners are clear about the standards of behaviour and practice that are required of them when in contact with children and other vulnerable individuals in the course of MAG's work. We have measures in place to prevent and minimise

the risk of abuse, protect staff and safeguard the reputation of the organisation. We will meet its commitment to protect children and vulnerable individuals from abuse through Awareness, Prevention, Reporting and Responding.

- **Procurement Policy:** We are committed to ensuring that all procurement activities adhere to the principles of value for money, transparency and fair and open competition. We will not trade with any suppliers which we have good reason to believe exploit people. Our procurement policy is clear that suppliers must comply with local laws and regulations, and that all procurement activities are in accordance with MAG's Ethical Statement and Financial Crime Policy.

- **Ethical Statement:** This protects MAG from engagement in such relationships that have the potential to have severe negative impact on our perceived or actual integrity or reputation. Such relationships are those which we judge to be in conflict with our achievement, fulfilment or adherence to our stated Vision, Mission and Values, and the activities which institutions and individuals fund MAG to undertake. We take reasonable steps to undertake due diligence on providers of services and individuals and organisations providing financial and in-kind support. The Statement sets out our minimum ethical expectations of clients, suppliers, investors, companies, organisational and individual donors. We ensure reasonable due diligence steps to satisfy ourselves that each partnership complies with our Ethical Statement.

- **Training:** As part of a comprehensive induction process, all staff are given training on MAG policies and procedures, and required to sign up to the Staff Personal Conduct Policy.

Our Commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes MAG's slavery and human trafficking statement for the financial year ending 30th June 2016. It has been approved by our trustees, who will review and update it annually.

Lord Michael Williams
Chair