

MAG Modern slavery statement 2024

Overview

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the Act) and constitutes MAG's slavery and human trafficking statement for the financial year ended 31 December 2024. It was approved by the Board, who review the statement annually, on 27 June 2025.

Modern slavery is an international crime that transcends age, gender and ethnicity. It impacts millions of people around the world through the illegal exploitation of people for personal or commercial gain. Victims often find themselves trapped, against their will, in situations of domestic servitude, sexual exploitation, forced marriage, forced criminality, and forced labour often as the result of coercion, bribery, deceit or human trafficking.

Our Approach

Our values of *'Determined, Expert, Integrity, Compassion and Inclusive'* are the pillars of our culture and underpin MAG's expectations of standards of behaviour.

MAG does not tolerate human trafficking and breaches of the Act. If we find breaches within our supply chain, we will look to support companies in their efforts to comply with the legislation.

MAG seeks to treat everyone fairly and consistently, creating a workplace and environment that is open, transparent and trusted. Our policies and procedures relating to the Act align with our culture and values.

Our Systems

Procedures to address modern slavery risk include:

- A dedicated hotline that allows for anonymous reporting by our people or those we work with. This is handled through our established process for concerns and complaints.
- Employment policies that protect our people from unfair treatment by promoting a fair and inclusive workplace
- Robust recruitment processes in line with relevant employment laws across all territories in which we operate including an annual market-related pay and rewards review.
- Providing modern slavery training to promote education and awareness of safeguarding, equity, diversity and inclusion.
- Initiatives to support our people's physical and mental wellbeing and lifestyle choices.
- A 'procurement policy' and 'Supplier code of conduct' defining the standards we expect.
- Due diligence, risk assessment and management controls that attest all our processes.

MAG systematically reviews any risks of modern slavery as part of our risk management framework to ensure compliance with the principles the Act.

This statement can be viewed at [HM Home Office Modern Slavery Register](#).

Approved by MAG's Board of Trustees 27 June 2025

Organisation structure and supply chains

MAG is an incorporated UK registered charity, limited by guarantee. It is governed by a non-executive Board of Trustees, operating from a head office in Manchester and currently delivering activities in countries across Africa, Asia Pacific, Latin America and the Caribbean, the Middle East and Europe.

By the end of 2024, we employed over 5,800 staff, 95% of whom are local nationals. We work in partnership with many different types of organisations to deliver our work, including other international NGOs, local and national NGOs, academic institutions, and state institutions.

Since 1989, MAG has helped over 20 million people in 70 countries rebuild their lives and livelihoods after war. We find, remove, and destroy landmines, cluster munitions and unexploded bombs from places affected by conflict. MAG also provides education programmes, particularly for children, so people can live, work, and play as safely as possible until land is cleared of threats. In addition, we work in communities to reduce the risk of armed violence through weapons and ammunition management programmes which keep guns and munitions safe and secure. Our income for the 12-month period ended 31st December 2024 was £99.2m.

Key initiatives

Some of the key initiatives that MAG has in progress that contribute towards addressing modern slavery include:

- Enhancing supplier due diligence
- Embedding safeguarding practices across the organisation

A summary of key actions planned for 2025 are described in **Annex A** to this statement.

Risk Management

MAG systematically considers our exposure to the risks of modern slavery across the organization within our risk management framework. Working across a wide range of geographical locations and using a mixture of local and international supply chains there is a level of complexity that MAG needs to consider complying with the principles of the Act. To navigate through this complexity MAG has a range of control and mitigation measures in place to minimise any possible occurrences of modern slavery.

Policies

The policies and procedures outlined below are some of the key control measures that MAG exercises to reduce the likelihood and impact of modern slavery in our organization.

- i) **Recruitment and Selection Policy:** Ensures 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.
- ii) **Financial Misconduct and Crime Policy:** Acts of financial misconduct and crime threaten funds and assets required for MAG's activities to keep communities safe from harm. MAG is committed to preventing financial misconduct and crime, abiding by all relevant international and local laws governing crime, bribery and corruption, and investigating plausible concerns of their violations.
- iii) **Safeguarding Policy:** MAG is committed to safeguarding the health, wellbeing and human rights of all staff, partners, and beneficiaries, and to providing a safe and trusted environment for anyone who comes into contact with our work. The Safeguarding Policy, sets out our approach and refers to a suite of policies, procedures, and guidelines in place to ensure all individuals who are involved

with, or affected by our work come to no harm, distress, abuse and neglect caused by MAG. This Policy will be reviewed in 2025; associated policies are:

- a) **Whistleblowing Policy:** encourages employees and others who come into contact with our work who have serious concerns to voice those concerns. MAG is committed to ensuring that genuinely held concerns will be thoroughly investigated and those who raise them will be protected against victimisation and discrimination.
- b) **Policy on Personal Conduct:** sets out the expectations that MAG has of all staff and non-staff (those who by the nature of their work have a relationship with MAG but do not have an employment relationship with us) as well as providing examples of behaviours and actions that will always be unacceptable. This policy also creates an obligation to report any concerns about the behaviour of other staff members. All staff and non-staff are required to sign to say they understand and will comply with this policy.
- c) **Protection of Children and Vulnerable Adults Policy.** This policy recognises that all MAG representatives have a duty of care to protect children and vulnerable adults from harm. Any form of abuse towards children or vulnerable adults by MAG representatives or other parties will not be tolerated. We have measures in place to prevent and minimise the risk of abuse, protect staff and safeguard the reputation of the organisation. This policy creates a strict obligation on all staff to report any concerns they may have which involve children and/or vulnerable adults.
- d) **Dignity at Work Policy:** all staff should be free to carry out their work with dignity and respect in an environment that is free from discrimination, intimidation, harassment, and bullying. This policy sets out that MAG will take a zero-tolerance approach to any behaviours, which compromise these basic rights.
- iv) **Procurement Policy:** MAG is 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 our Ethical Statement part 1 and Financial Misconduct and Crime Policy.
- v) **Ethical Statement Part I:** 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.

Due diligence

MAG's due diligence processes include:

- i) **MAG's Background Checks Policy:** sets out the checks required for all new employees, trustees, volunteers and consultants, before they engage with MAG. Key elements of this relate to modern slavery and include: Reference checks, Criminal record checks, Identity and right to work checks.
- ii) **MAG's Partnership Policy:** This policy sets out our due diligence process to ensure that MAG does not enter into partnerships with organisations with a vision, purpose or mission that are at odds with our own. The due diligence MAG carries out checks to ensure partner organisations and key

partner staff are not included on any US or EU list of individuals and organisations involved in supporting or financing terrorism, human rights abuses, corruption and crime.

- iii) Vendor Due Diligence Process: MAG performs a vetting process to ensure that suppliers are not included in any UK, US and EU lists of individuals and organisations involved in supporting or financing terrorism, human rights abuses, corruption and crime. MAG exercises a risk-proportionate approach to managing supplier-related risk; the level of vetting performed is directly proportionate to the expected financial volume of the type of goods and services being sourced by the supplier.

Training about modern slavery

All new staff undergo an induction programme when they join MAG. This includes a briefing on the key policies that are listed above and training on MAG's other policies, procedures and processes including our Modern Slavery Statement.

MAG runs refresher training each year for all staff on safeguarding and in local languages. Training is also conducted on effective and safe recruitment practices.

Annex A: Summary of key actions planned for 2025

- Review and where necessary revise relevant policies including: Ethical Statement Part 1; Financial Misconduct and Crime; Sanctions Compliance; Safeguarding and Whistleblowing.
- Work with MAG US colleagues to ensure MAG's arrangements align and comply with the US Government's Trafficking in Persons (TiP) reporting requirements.
- Continue to conduct safeguarding induction and refresher training in all our work locations.
- Implementation of a new Code of Conduct, to replace our Policy on Personal Conduct
- Include and embed relevant policies in MAG's training packages to local and national partners