



Marshall Creative Modern Slavery Policy / Statement

1. Introduction

1.1 Purpose

Marshall Creative is committed to combating modern slavery and human trafficking in all its forms. This Modern Slavery Policy/Statement outlines our commitment to ethical business practices and the steps we take to ensure that slavery and human trafficking have no place in our operations or supply chains.

1.2 Scope

This policy applies to all employees, contractors, suppliers, and other business partners associated with Marshall Creative. It encompasses all operations and activities conducted by the company.

2. Definition of Modern Slavery

Modern slavery encompasses various forms of exploitation, including but not limited to forced labor, human trafficking, bonded labor, and child labor. Marshall Creative condemns such practices and is committed to preventing and addressing any form of modern slavery within its sphere of influence.

3. Commitments

- 3.1 Compliance: Marshall Creative is committed to complying with all relevant laws and regulations related to modern slavery, including the UK Modern Slavery Act and other applicable international standards.
- 3.2 Transparency: We are committed to being transparent about our efforts to combat modern slavery. This includes providing information about our policies, practices, and due diligence processes.
- 3.3 Risk Assessment: We will conduct regular risk assessments to identify and evaluate the risk of modern slavery within our operations and supply chains. This includes thorough assessments of our suppliers and business partners.
- 3.4 Due Diligence: Marshall Creative will conduct due diligence on its suppliers and business partners to ensure they share our commitment to eradicating modern slavery. This will involve assessing their policies, practices, and transparency in relation to modern slavery.
- 3.5 Training and Awareness: We will provide training to our employees to ensure they understand the signs of modern slavery, their responsibilities, and the steps they can take to prevent and report such practices.



- 3.6 Reporting Mechanism: Marshall Creative will establish a confidential reporting mechanism to allow employees and stakeholders to report concerns or suspicions of modern slavery without fear of retaliation.

4. Supplier and Contractor Obligations

- 4.1 Contractual Commitments: Contracts with suppliers and contractors will include clear and enforceable provisions requiring compliance with anti-modern slavery laws and practices.
- 4.2 Supplier Audits: Marshall Creative reserves the right to conduct audits of suppliers and contractors to verify their compliance with our modern slavery policy.

5. Communication

Marshall Creative will communicate its modern slavery policy internally and externally. This includes making the policy publicly available on our website and sharing information about our efforts to combat modern slavery in relevant corporate communications.

6. Review and Revision

This Modern Slavery Policy/Statement will be reviewed periodically to ensure its continued relevance and effectiveness. Necessary revisions will be made to adapt to changes in laws, regulations, and industry best practices.

7. Statement Approval

This Modern Slavery Policy/Statement has been approved and endorsed by the leadership of Marshall Creative. It reflects our commitment to ethical business practices and the prevention of modern slavery in all our operations and supply chains.

Signed
Darren Marshall [DIRECTOR]

21st Jan 2024