



MAG MODERN SLAVERY STATEMENT

for year ending 31 March 2020



INTRODUCTION

The world is a very different place now compared to a year ago. The COVID-19 pandemic has significantly affected the aviation industry including Manchester Airports Group. The resulting travel restrictions have brought drastic reductions to passenger travel, whilst simultaneously the introduction of hygiene safeguards have been necessary for both travellers and our colleagues. Our airports have remained crucial to the country's COVID-19 response, facilitating much needed deliveries of PPE and medicines, meaning our priorities have changed in response to the pandemic's impact on our business and operations.

Our priorities throughout the last 12 months have been to keep our passengers and colleagues safe and to support our local communities wherever possible.

This statement covers the year ending 31st March 2020 when the impacts of the pandemic were just being realised. However, Manchester Airports Group (MAG) continues to be committed to providing a fair, safe and inclusive place to work and to run our business in an ethical and responsible manner. This includes having a zero-tolerance approach to modern slavery and we fully support the Government's objectives to eradicate modern slavery and human trafficking.

Modern slavery is a growing issue, and we understand the important role that MAG has to play. As a socially responsible organisation, we adopt the highest professional standards and comply with all laws, regulations and codes applicable to our business. No form of modern slavery is acceptable in our operations, or in those companies who work with us or on our behalf.

We have been taking steps to improve our practices to identify and eliminate modern slavery which may occur within our business, supply chains and across our airport operations. As our airports are a gateway for both entry into and exit from the United Kingdom, this presents additional challenges in our approach to preventing modern slavery. Consequently, we take our responsibilities very seriously and since July 2019 have partnered with Slave Free Alliance who support us in our approach to tackling modern slavery. We were the first airport operator to become a member and continue to work with them to improve our practices and approach across our business, supply chain and airport operations.

Impacts of the pandemic have included the need to place colleagues on furlough and unfortunately, as with others in the airline industry, also continue to reduce the number of employees across our sites. Despite this, we recognise the need to maintain vigilance in respect of modern slavery and continue to work with Slave-Free Alliance. We remain committed to positively progressing our existing plans wherever possible.

This statement outlines the steps we have taken in the financial year to tackle modern slavery and includes our details of our ongoing plans which will be continually reviewed in light of the existing challenges of the present pandemic and its impact on the aviation sector.

Due to the current COVID-19 pandemic and its impact on our business, publication of this statement has been delayed, however, it has been developed in accordance with Section 54 of the Modern Slavery Act 2015 and covers the financial year ending 31st March 2020. This statement is made and issued on behalf of the Manchester Airports Holdings Ltd, the parent company of Manchester Airports Group.

This statement was approved by the board on 25 March 2021.



SUMMARY OF WHAT WE SAID WE WOULD DO AND WHAT WE DID

What we said we would do	What we did
Hold a modern slavery event focussed on Stop the Traffik in partnership with Border Force, Greater Manchester Police and other key stakeholders.	Our event was held at Manchester Airport on 15th November 2019 with input from over 25 private and public organisations including Border Force, BBC, Co-Op, Chamber of Commerce, Hilton, Laing O'Rourke and Stop the Traffik. Other areas covered Marshalls and how they manage global logistics, Border Force activity to identify and resolve trafficking and updates on modern slavery issues from SMEs including Stop the Traffik.
Continue to support the Greater Manchester, Modern Day Slavery Business Network, sharing best practice and case studies.	MAG has and continues to support the GM Network through proactive attendance from Operational and Supply Chain colleagues at network events. We facilitated a presentation to the network by Laing O'Rourke.
Progress the outcome of our first wave risk assessment for suppliers, including analysis of questionnaires to determine and then complete, self- assessments and audits as necessary.	Assessments were in the process of being evaluated against a scoring framework. This objective has been delayed due to the impact of the COVID-19 pandemic and currently provisionally planned for financial year 2021/22.
Act on any findings from the first wave risk assessment.	As stated above.
Continue to develop our supplier due diligence and risk management approach continuing with a phased risk-based roll out across supplier 'waves'.	As stated above.
Update and refresh our front-line colleague training provision and extend its application. Explore any further controls potentially required in our recruitment process.	This was completed in March 2020 and improvements included the addition of a case study to promote greater understanding of modern slavery cases. The review of recruitment controls has been delayed due to COVID-19.
Explore how we can further promote colleague and passenger awareness of modern slavery.	We delivered additional more bespoke training to key groups including key Human Resources and



	<p>Internal Audit colleagues on Forced Marriage and FGM.</p> <p>We recognised Anti-slavery day, developing in house promotions and communications to raise awareness.</p>
<p>Further develop and extend our governance process relating to the prevention of modern slavery.</p>	<p>Our Modern Slavery Working group was established to co-ordinate our activities and assess risks across all sites and key functions.</p> <p>We continue to monitor areas of internal risk i.e. reports via our Whistleblowing policy.</p>

ABOUT MAG’S STRUCTURE, BUSINESS AND SUPPLY CHAIN

MAG owns and operates three UK airports – Manchester, London Stansted and East Midlands, and is the UK’s largest airport operator. We also have a substantial property business.

By the end of March 2020, the Group saw over 59 million passengers flying through its 3 airports to 270 destinations, which together employ approximately 40,000 people on site.

MAG’s ownership structure comprises a blend of public and private shareholders, including Manchester City Council (35.5%), IFM Investors (35.5%) and the nine other Greater Manchester local authorities (29%).

Other key areas of the business/expertise

Retail and hospitality – MAG is experienced in airport retail and hospitality and we operate successful and engaging experiences across our airports at Manchester, London Stansted and East Midlands.

Property - Established in 2001, MAG Property is the property and development arm of Manchester Airports Group and manages high-quality space in offices, terminals, hangars, warehouses and hotels across our three airports.

Cargo business - MAG has major cargo facilities at all three of its airports, and East Midlands is the largest dedicated freight operation in the UK. In 2019, MAG airports handled more than 700,000 tonnes of cargo.

US business - Our USA business works with airports to develop and operate terminal and retail solutions, passenger lounges and car parking facilities.

Car Parking - In addition to car park operations at all three of its airports, MAG owns Looking4.com, a distributor of airport parking and ground transportation with global coverage and offering a range of different parking options.

Other Facilities - Our multi-faith chaplaincy teams and rooms provide opportunities for quiet reflection, for prayer and for individual support to passengers and those working on our sites.

You can find out more about MAG and [our performance here](#).



Our aim as a business is to grow. But we recognise too that the size, scale and nature of our business means we have a duty to pursue that growth in a responsible way, minimising our impact on our environment and maximising the support and benefit we offer to the areas we serve. Our CSR strategy is an important and integral part of our business strategy which is designed to enable us to deliver growth in a way that benefits local and regional communities and minimises the impacts associated with our operations. Details of our ongoing strategy which includes our commitments relating to modern slavery can be found [here](#).

OUR SUPPLY CHAIN

MAG is committed to acting ethically and with integrity towards the prevention of modern slavery in our supply chains. We do this by striving to continuously:

- Identify and understand modern slavery risks specific to MAG and the airport sector.
- Strengthen our stakeholder engagements, working across all our airports to ensure that there is transparency throughout our supply chain and that nobody is exploited.
- Engage and support our suppliers to eradicate any shortcomings in upholding the standards and principles of basic human rights and the MAG Supplier Code of Conduct.

In the 12 months up to end March 2020, MAG spent £777 million and transacted with 1,500 suppliers. We procure a diverse range of goods, works, and services across businesses that range throughout many sectors. This can be anything from procuring critical assets to staff uniforms. Our largest spend is within the Capital Delivery and Asset Management category which accounts for approximately 51% of our total supply chain spend. MAG's procurement frameworks and systems allow us to have clear visibility of our suppliers, and supply chain risk including modern slavery. Most of our suppliers are based in low-risk countries and are broadly grouped into the following five categories:



PROCUREMENT POLICIES

Our Supplier Code of Conduct is one of our policies that is used to set our standards and expectations of all parties in which we conduct business, which includes our commitment to the eradication of modern slavery in supply chains. This Supplier Code of Conduct forms an integral part our contractual terms and conditions when doing business with suppliers and explains 'what our commitment and expectations mean' from us and from our suppliers. The Supplier



Code of Conduct is issued annually to all relevant suppliers making it clear that acceptance and a commitment to it is a condition of working with us.

Table 1 - Procurement Policies and how they relate to modern slavery

POLICY	SCOPE	REFERS TO	RELEVANCE TO MODERN SLAVERY
SUPPLIER CODE OF CONDUCT	<p>The Supplier Code of Conduct sets out MAG’s expectations of ourselves and all of those who work with us.</p> <p>It applies to all Suppliers, Subcontractors, and Concessionaires, collectively referred to as our “suppliers”. MAG expects our suppliers to treat our colleagues and service partners with fairness and respect, in return we expect our colleagues and service partners to treat our suppliers in the same manner.</p>	<ul style="list-style-type: none"> • Modern Slavery Act (2015) • Sustainable Supply Chain • Health and Safety • Conflict of Interest • Anti-Bribery and Corruption • Whistleblowing • Information Security and Data Protection • Procurement Regulation • Competition Law • Social Media and External Communication • Respectful Treatment • Environment. 	<p>This document provides our clear position of a ‘zero-tolerance’ approach to modern slavery breaches.</p> <p>This does not mean that we would instantly ‘cut-off’ our relationship with those suppliers, but rather a ‘zero tolerance’ approach would allow us to immediately investigate and work with suppliers to address those issues where possible, to meet the minimum working conditions as outlined by the International Labour Organisation (ILO).</p>
PROCUREMENT AND CONTRACTS POLICY	<p>The Procurement and Contracts Policy sets out ten (10) Key Procurement Principles that establishes our commitment to the effective delivery of our procurement and contracting requirements.</p>	<ul style="list-style-type: none"> • MAG Sustainable Supply Chain Policy • MAG Executive Scheme of Delegation • MAG Health & Safety Policy • MAG Anti-Bribery Policy • MAG Code of Conduct • The Procurement & Contracts Sourcing Process • CIPS Ethical Code • The Prompt Payment Code • DG1 Procurement Request for Service 	<p>Key Principles within this policy highlights the compliance requirements with other procurement related policies including the Supplier Code of Conduct, MAG T&C’s, and the Sustainable Supply Chain Policy.</p> <p>All of these policies reinforce MAG’s position on modern slavery.</p>
SUSTAINABLE SUPPLY CHAIN	<p>This policy compliments MAG’s Corporate Social Responsibility (CSR)</p>	<ul style="list-style-type: none"> • Corporate Social Responsibility Policy 	<p>Modern Slavery forms part of a wider human rights agenda, therefore having a strong</p>



	<p>strategy and details our commitment to responsible and sustainable supply chain management.</p>	<ul style="list-style-type: none"> • MAG Health & Safety Policy • MAG Anti-Bribery Policy • MAG Code of Conduct • The Prompt Payment Code 	<p>approach to sustainability may result in improvements to people’s lives, and by extension our fostering a stronger sustainable supply chain.</p>
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PROCUREMENT PROCESS AND GOVERNANCE

We recognise that effective procurement and contract management of goods, works, and services are critical in driving operational excellence for our business. Therefore, we are externally accredited by the Chartered Institute of Procurement and Supply (CIPS), which means that our policies, strategies, procedures and processes meet the excellence standard set by CIPS and are aligned with procurement industry best practice. Some of our practises in actions include:

- Ensuring that our Procurement and Contracts Policy is reviewed on an annual basis. The Procurement and Contracts policy has 10 key principles which forms the foundation upon which the policy is built on, principle number (9) states we will:

‘Only work with suppliers that respect our corporate values, meet our financial and ethics standards, and agree to our Supplier Code of Conduct.’

The Modern Slavery Act (2015) is embedded within our Supplier Code of Conduct. We understand the importance of embedding our values and ethical standards throughout our procurement process.

- Our procurement documentation, contract terms and conditions also require adherence with the Modern Slavery Act (2015), and we have robust audit rights.
- Our construction contracts, often with heavy use of sub-contractors, include approval rights before sub-contracts are placed. Monitoring of supplier performance is also an important part of our function. We utilise contract management tools to assist in driving continuous improvement in terms of contract management, administration, and to be aligned with industry standards NEC (New Engineering Contract is an industry standard suite of contracts utilised in the Construction and Services sector and used under licence).
- This year we have revised our Preferred Supplier list for the contracting of all third-party goods, services, and works across all our airports. This internal improvement allows us to have visibility and greater controls over suppliers we conduct business with and how we engage with those suppliers. All our preferred suppliers are contracted on agreed terms and conditions with MAG which include compliance with the Modern Slavery Act (2015), reporting requirements and MAG standards.

In addition to the above, it is mandatory that all our procurement staff annually, complete a non-disclosure and conflict of interest declaration and complete an annual Ethical Procurement and Supply training which includes modules on modern slavery, anti-bribery, and corruption. Although most of our procurement staff are professionally certified within the field of Procurement, we continuously support employees seeking training and development opportunities especially within the procurement function, as we know that further development will increase their capabilities and awareness of modern slavery within supply chains.



MAG's POLICIES RELATING TO SLAVERY AND HUMAN TRAFFICKING

MAG's commitment to acting ethically and ensuring that there is no modern slavery in our supply chains or business is supported by our company values and group policies. Our policies are reviewed in accordance with the organisation's various governance approaches, our Tier 1 policies are reviewed, updated and signed off by our CEO on an annual basis.

These policies provide information and guidance to our employees, contractors and partners on MAG's expectations and standards required.

Our Tier 1 corporate policies form a core part of colleague induction and all other colleague policies are communicated via our intranet (or in the case of supplier policies there are communicated directly, where appropriate).

The following policies which are relevant to modern slavery apply to all employees, contractors and anyone working for or on behalf of MAG:

- Modern Slavery and Human Trafficking policy which outlines our commitment to tackling modern slavery and sets out the standards we expect of all colleagues and provides guidelines on how to report any suspicions or concerns relating to modern slavery.
- Whistleblowing policy which includes a mechanism for reporting in confidence any concerns relating to modern Slavery. This is available for both employees and others engaged by MAG to report any concerns relating to modern slavery. MAG also provides an independent route for reporting concerns via Safecall who offer a confidential service 24 hours a day, 365 days a year.
- Code of Conduct which outlines how our colleagues and other workers should behave and apply our values in their daily work, embedding that we should treat each other with dignity and respect. Any instance of non-compliance is either managed via our disciplinary policy or where non- employees are involved via the provider.
- Diversity policy which outlines our commitment to promoting equality and diversity in the workplace and to tackling any inappropriate behaviour in breach of the policy.
- Corporate Social Responsibility policy which sets out our CSR strategy and a supporting programme that addresses the priorities identified.
- Anti-Bribery and Corruption policy which outlines our zero-tolerance approach and principles in relation to the prevention and detection of bribery and corruption.

Plus, our Recruitment and Selection policy which sets out our principles and approach for recruiting responsibly. This applies to the recruitment of MAG employees (permanent and fixed term).

In addition, there are a number of core Procurement policies which have been detailed in the previous section.



MAG's APPROACH TO DUE DILIGENCE

MAG recognises that modern slavery is a constantly evolving crime and therefore it is importance to continue to develop and strengthen organisational strategy and operational activities accordingly.

As part of our relationship with Slave Free Alliance, a gap analysis was conducted by their team in November 2019 to review and assess MAG's approach and key risks relating to modern slavery in the business and its supply chain and to explore opportunities to build on existing areas of good practice.

The report produced was comprehensive and informed our next steps and priorities for MAG's strategy and future approach.

Governance and strategy

Our Modern Slavery Working Group was established in 2019 and drives the development and delivery of our strategy across the Group. This includes ensuring that the recommendations from Slave Free Alliance and our response are implemented in ways that are effective and proportionate. The group includes representation from key functions including CSR, Compliance, Operations (covering Manchester, Stansted and East Midlands Airports), HR, Procurement, and our Technical Training department. The Terms of Reference for this group provides clarity on purpose and accountability.

The MS working Group reports into the CSR Committee which has ultimate responsibility for our strategy on modern slavery. During the financial year reported on, executive sponsorship of our modern slavery agenda sat with the Chief Customer Officer.

Our modern slavery action plan captures and enables monitoring of progress against our strategy (as outlined in an earlier section of the report detailing 'what we said we would do and what we did'). This clearly identifies our plans, timelines for completion and key risks, so that we prioritise activities and identify who is accountable for them.

In 2019 our internal Risk Management team reviewed our approach to modern slavery and our activities across the 3 key areas of Operations, People and Procurement. To ensure appropriate ongoing governance, MAG's compliance with modern slavery requirements has been added to the organisational corporate register. This outlines the risk and details of the controls in place to mitigate it. It also includes further actions where these have been identified alongside action owners and due dates for implementation. This detail is regularly reviewed as part of the MAG organisational risk management process.

Our Whistleblowing procedure and independent hotline (provided via Safecall) enables colleagues to report any concerns relating to modern slavery. In line with this, as part of our monitoring activities we check whether any concerns have been raised regarding modern slavery and during 2019/20 financial year, there were none reported.

OUR RISKS AND HOW MAG MANAGE THEM

Modern Slavery has three key dimensions in MAG which we consider when reviewing risk and developing our plans:

- Our people - MAG colleagues, contractors (including temporary staff) and third-party airport-based colleagues being trafficked/used as modern-day slaves.
- Our supply chains.



- Our airports - being used as a route through which people are trafficked (knowingly or unknowingly).

In addition, the audit report produced by Slave Free Alliance has helped us identify and cement our own views on the key areas of risk that modern slavery presents to MAG's business. Our main areas of focus are outlined below.

Internal risks

We believe the current level of risk within the business (among colleagues) is low. This is due to the highly regulated nature of our business which requires robust and extensive colleague checks in the recruitment process and ongoing 'in employment' checks for some roles.

In addition, we have well established processes in place for reporting concerns either through our Whistleblowing policy, via our external partners Safecall Ltd or by using the internal grievance process.

Recruitment by 3rd parties

The main risk for MAG in respect of recruitment lies in the volume areas where immediate and short-term replacement of colleagues is required to keep the airport functioning (e.g. due to sickness) particularly for areas such as car parking, security inspections, chefs etc. These areas are more likely to have a higher presence of migrant workers although many roles are customer facing and so require a basic level of spoken English.

Due to the range of agencies used, we need to consider the minimum standards required of our labour providers in these circumstances e.g. on Right to work checks, Identity (in line with most recent Govt. guidance). It was our intention to explore this in more depth, but this was halted by COVID-19. This is on our action plan to begin the review when circumstances allow.

Operations

Human trafficking through our airports is a constant risk within our business. As we have for a number of years, we continue to work closely with specialists and subject matter experts including Border Force, GMP and Business Network connections to continuously look at joined up operations within our airports. We are able to respond quickly where we believe the Airport is being used to facilitate human trafficking and, with the support of these specialists and agencies including our own Chaplaincy team we are able to manage these cases sensitively and effectively.

During 2019/2020 we have developed a closer relationship with Border Force to support their and our activities and are looking to further work together to co-ordinate approaches.

Supply Chain

We have recognised that the need for a consistent risk-based approach to be adopted in order for us to identify and assess, mitigate, and monitor our risks across the business and in our supply chains, informed by the Ethical Trading Framework (ETI).

Identify and Assess - In our previous statement/financial year we carried out a supplier risk assessment which focused on the following:

- Top 100 list by highest spend (Group of Airports)
- Top 10 list by highest spend per airport (many already within Group count)



- Critical suppliers (majority captured from the above points).
- Category specialist nominations based upon potential country, product, or labour risk.

Emerging from that assessment, fifty-seven (57) suppliers was identified for our 'first wave' of risk assessments. This first wave of suppliers was assessed internally for country, product, and labour risk. As part of the review, we issued our modern slavery Supplier Questionnaire to all 57 suppliers in our first wave.

MAG'S EFFECTIVENESS & MEASURES

We have an ongoing action plan to develop our approach and also monitor our progress and its effectiveness. We currently assess our effectiveness against both qualitative and quantitative measures, as well as outcomes and outputs. We currently:

- Obtain and act on feedback relating to modern slavery awareness activities including education and training.
- Ensure all colleagues review our Tier 1 policies annually and report that they have read and understood it. Where non-compliance is reported, this is escalated to the line manager for action.
- Look to improve our supplier due diligence process and to strengthen our relationships with suppliers with a view to develop greater understanding of modern slavery obligations and requirements.
- Our Modern Slavery Working Group meets bi-monthly to review the action plan and progress against each action, any recent developments and additions required to the plan and priorities for the following 2 months.
- Continue to monitor any cases reported via our Whistleblowing Policy or independent reporting hotline. We had no reports of modern slavery during 2019/20.
- The Internal Audit Team who operate as MAG's 'third line of defence' review our approach and ensure that risk profiles are updated regularly and reviewed annually taking into account the initial risk, the impact of existing controls and resultant residual risk.
- Continue to work with both on site partners (such as airport police, border force and chaplaincy) to develop intelligence about modern slavery activities and also with external parties such as Slave Free Alliance, Greater Manchester Modern Day Slavery Business Network and our other airports to ensure continuous improvement.

We are looking to develop more specific KPI's once some of the core activities which were planned in but delayed due to COVID-19 are approved and established.

MAG'S TRAINING AND EDUCATION

All MAG employees complete the following training and education activities:

- MS e-learning training module – this is an annual module and explains the various types of Modern Slavery and Human Trafficking, how to spot the signs and also the various routes to report concerns. The module also includes a mini quiz to test understanding. This training package was reviewed and assessed by Slave Free Alliance who confirmed that it was a good eLearning package and the only improvement suggested was to incorporate a video to add impact. This will be considered as part of our future activities.
- An e-learning education module which requires colleagues to read all Tier 1 policies when they start at MAG and then again on an annual basis. This includes amongst other key policies:
 - Modern Slavery



- Employee Code of Conduct
- Whistleblowing
- Anti-bribery and corruption
- People
- Corporate Social Responsibility

We monitor the numbers completed through our eLearning platform and send reminders to anyone who has not completed the training or who is due to do their training.

Front-line colleagues also receive more in-depth training. Following feedback from Slave Free Alliance and Border Force at Manchester Airport, we reviewed and updated our front-line training provision. The improvements made included the addition of a case study, more updated information and imagery and the content made more practical and direct to enable colleagues to identify and understand the signs to look for more easily.

Procurement - as outlined previously, our procurement colleagues complete mandatory annual Ethical Procurement and Supply training which includes modules on modern slavery, anti-bribery and corruption. It was in our plan for Slave Free Alliance to deliver training to key colleagues in our Procurement function to build their capability in this space, however, this was delayed and then put on hold due to COVID-19. We are currently exploring how and when this can be delivered in the current circumstances as the ideal approach would be for that training to be conducted face to face.

Other training - in addition to the education provision for all colleagues and the front-line training for those who work in our airport environments, we looked into a more targeted approach for specific groups including our Team Leaders, Human Resources (the Service Centre and Case Managers) and Internal Audit who manage our Whistleblowing processes. We therefore engaged with Diversity & Employment Solutions (DES) to provide training sessions on Forced Marriage, FGM and the approach to dealing with suspected cases in the workplace in order to further educate this population and upskill them on the existing escalation processes in place.

Raising awareness /sharing knowledge activities:

- In October 2019, to educate and further raise awareness of modern slavery across our airports we formally recognised Anti-slavery day for the first time. Our internal communications team developed in house promotions and communications to further raise awareness and remind our colleagues of the signs they should look for in the working environment.
- Greater Manchester MDS Business Network:
 - As part of our education and sharing knowledge across the wider business community, MAG hosted a modern slavery event at the end of 2019 focussed on Stop the Traffik in partnership with the Greater Manchester MDS Business Network with inputs from Border Force, Greater Manchester Police and other key stakeholders. We facilitated a presentation by Laing O'Rourke to the network. As a primary contractor in the infrastructure development of Manchester Airport, Laing O'Rourke showed how they manage employees and contractors throughout their supply chain to prevent identify and address issues relating to modern slavery and how education of their colleagues is a fundamental element in helping to address this issue.
 - This business network group aims to raise awareness, educate and share best practice with a view to eradicating all forms of modern slavery. With over thirty member entities covering government, private and charitable organisations covering topical issues and initiatives including case studies and



Q&A sessions. There is also the opportunity to network and develop contacts to share information on this subject.

- MAG attends meetings hosted by other network members which are held quarterly, but which have been less frequent since the start of the pandemic.

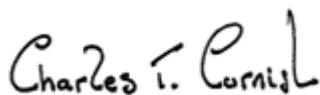
OUR PLANS FOR THE 2020/21

Our plans for the year commencing April 2020 have been significantly impacted by COVID-19. However, some of the core plans we hope to achieve include:

- Continue to contribute and learn from the Greater Manchester, Modern Day Slavery Business Network. Whilst business levels have been much reduced this year the pandemic will have provided opportunity for traffickers and those that look to exploit others through the various forms of modern slavery.
- Look for opportunities to develop closer working relationship with our colleagues in Border Force and look to develop joint modern slavery initiatives.
- Continue to share learnings with our front-line colleagues with refresher training including MDS which will include the 'ask for ANI' initiative launched by pharmacies and which has been adopted more widely as a way of those in need of help to ask for it discreetly.
- Continue to train and educate our colleagues on modern slavery, particularly any new colleagues joining the business.
- Further promote colleague awareness of modern slavery.

Some of the activities originally planned in will be deferred to 2021/22.

This statement has been approved by the Board.



Charlie Cornish

MAG Chief Executive Officer

31 March 2021

