
Transparency in supply chain statement 2015

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. We have zero tolerance towards slavery, forced labour and human trafficking.

Mosaic Group Ltd has a staff base of 28 who operate out of premises in York and Southampton, providing print procurement and studio services which we source from a roster of audited preferred UK and international suppliers with goods and services sometimes in excess of £36 million per year.

- We undertake all reasonable and practical steps, including factory and warehouse inspections and audits, to ensure that our standards are being implemented throughout the business of our suppliers and that local legislation and regulations are complied with.
- We will assess any instances of non-compliance on a case-by-case basis and will then tailor remedial action appropriately.
- We will only trade with those who fully comply with this policy or those who are taking verifiable steps towards compliance.
- We ensure our Code of Business Ethics and Code of Conduct is circulated to employees through internal communications and at regular intervals.

As part of the company's due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier.

Imported goods from sources outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored however we believe the risk of modern slavery within Mosaic Group Ltd is low. To achieve this we are:

- Providing a refresher on the Modern Slavery Act 2015 for all colleagues including how to spot signs of human trafficking.
- Assess which employees need a more in-depth training to support the business when they are on supplier visits or when assessing overseas suppliers.
- Annually re-affirm our company stance on modern slavery to our suppliers and ask them to commit their own modern slavery statement along with an amended contract to support us in this way of operating.
- Increase our onboarding checks to ensure that modern slavery statements are provided by all companies where relevant and encourage all companies who do not satisfy the criteria in section 54 to also adopt a statement.

The company will not support or deal with any business knowingly involved in slavery or human trafficking. Once a case for modern slavery has been found we will cease trading immediately, notify the authorities and work with them to resolve the situation.

The company senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

A full copy of this policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained upon request.

This policy statement will be reviewed annually, approved and published.

This Policy considers, and supports, the policies, procedures and requirements documented in our Quality Management System (QMS), compliant with the requirements of ISO 9001:2015, ISO 14001:2004 and our commitment to sustainably sourced materials (FSC and PEFC).

The implementation and operation of this management system underlines our commitment to this policy. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the

company, and that the senior managers regularly review it to ensure its continuing suitability and relevance to the company activities.

We have taken on a third-party Health and Safety Management Company to assist us in achieving our KPI's. These are:

- 100% colleague training on modern slavery on an annual basis.
- Identify at least two key colleagues who can impose sanctions upon suppliers and have a higher understanding of the signs of modern slavery/human trafficking and what questioning to undertake.
- Engage with over 75% of all suppliers and ask them to review their own modern slavery policy and social responsibilities statements annually.
- We will audit any supplier with a £36million annual turnover on a more regular basis to ensure they are compliant with their modern slavery statement.
- Keep a log of any concerns or identifications of human trafficking and modern slavery.

To date we have not found any incidents of modern slavery within our business or supply chain.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes Mosaic Group's slavery and human trafficking statement for the financial year 2019 year ending 31st March 2020.

Signed on behalf of Mosaic Group Ltd:



Tony Gill
Chief Executive Officer
November 2019



Andrew McQueen
Managing Director
November 2019