



Modern Slavery Policy

We at Mint are committed to a work environment that is free from human trafficking, forced labour and unlawful child labour ("human trafficking and slavery"). We strongly believe that we are responsible for promoting ethical and lawful employment practices. These practices are also required to be followed by our suppliers and subcontractors. This policy also complies with the Modern Slavery Act 2015.

Definitions

- Human Trafficking: the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.
- Forced Labour: all work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.
- Harmful Child labour: consists of the employment of children that is economically exploitative, or is likely to be hazardous to, or interfere with, the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral, or social development.

We will not tolerate the use of unlawful child labour or forced labour in the services it provides and will not accept products or services from Suppliers that employ or utilise child labour or forced labour in any manner. These crimes exist in countries throughout the world. This Policy is to define how Mint will make efforts to eradicate human trafficking and slavery from not only within its organisation but also from our supply chains.

Organisational Structure And Supply Chains

This policy covers the business activities of Mint which are as follows: Appliance and TV Repair and Servicing.

The company currently operates in the following countries: United Kingdom.

High Risk Activities

The following activities are considered to be at high risk of modern slavery or human trafficking, Mint do not operate in or employ from these areas: *agriculture*,



construction, manufacturing, hospitality, and domestic work, hand car washes, nail bars. Sexual exploitation, criminal exploitation and domestic servitude are also areas of high concern.

Due Diligence

The company undertakes due diligence in relation to Slavery and Human Trafficking. The company's due diligence process includes: An experienced Board, Training, Independent HR specialist & Independent financial auditor.

Key Performance Indicators

The company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including focusing on identification, support, and prevention. These include the number of victims identified and supported, the number of traffickers prosecuted and convicted, and the effectiveness of audits and communication within supply chains. Additionally, assessing the number of reports received (or not received) from employees, the public, or law enforcement.

Responsibilities

Responsibility for the Company's anti-slavery initiatives is as follows:

- The Directors are responsible for creating and reviewing policies. The process by which policies are developed is in consultation with our HR Agency.
- The Directors are responsible for risk assessments in respect of human rights and modern slavery by a process of continual review with our HR Agency
- The Directors are responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.
- Mints HR Agency (Park City) review this Policy on an annual basis.
- Suppliers must be able to demonstrate compliance with this Policy at the request and satisfaction of The Directors.
- Suppliers who engage in human trafficking and slavery will have their supply agreements terminated.
- If a Supplier to Mint is found to contravene this policy, Mint will take prompt, remedial measures to address the issue.

Other Relevant Policies

For further information please refer to the following policies:

- Modern Slavery Act Policy