

## Modern Slavery Statement

McCutcheon Norveil Consultancy Ltd  
Company ID 03443010

This statement has been published in accordance with the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement.

This will be reviewed and approved by the Board of Directors and will be updated annually.

### Our Business

We are a leading independent planning and buying media agency. We always strive to work to the highest professional standards and comply with all laws, regulations and rules relevant to our business.

MNC has a zero- tolerance approach to modern slavery and human trafficking. We are committed to acting ethically in all our business practices, acting with due diligence to implement and enforce effective systems and controls to ensure modern slavery and human trafficking does not take place anywhere within our business or our supply chains. We are also committed to ensuring there is transparency in our business and in our approach to tackling modern slavery, consistent with our disclosure obligations under the Modern slavery Act, 2015. We expect the same high ethical standards from all our contractors, suppliers and other business partners and demand that their supply chains aim to respect the pledge to eradicate modern slavery.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, external consultants, media partners and their suppliers.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

### Our People

**Fair Pay:** MNC is committed to ensuring that all directly employed and contracted staff receive fair remuneration for the job they perform. Rates of pay are based on research and reflect the levels of income required to meet socially acceptable minimum standards of living.

**Whistleblowing:** MNC encourage all its workers to report any concerns relating to its direct activities. This includes any circumstances relating to risk of slavery or human trafficking.

**Employee Awareness and Compliance:** MNC is committed to legal compliance which is continually monitored and managed through internal and external reviews. We encourage staff input and operate with an open approachable style of management.

## Our Suppliers

Our key supply chains are media suppliers, technology service providers and software service providers. Modern forms of slavery and human trafficking are not prevalent within these sectors that our suppliers operate. We believe due to the nature of our work; our supply chains and their industries are to be low risk, in terms of modern slavery.

We expect the same high standards as those to which we hold ourselves from the businesses with which we work with. We will clearly communicate our expectations to our suppliers and business partners and continue to update existing websites so that they contain the latest copy of our Modern Slavery statement.

## Approval

This statement was approved by the Board of Directors on 07<sup>th</sup> April 2021.

Signed: *Daniel Fisk*.....

Title: *Managing Director*.....

Date: *07/04/2021*.....