



The MISSION Group plc - Modern Slavery Statement 2021

Introduction

The Modern Slavery Act 2015 ("the Act") requires organisations to publish a slavery and human trafficking statement on an annual basis where they have a turnover of over £36 million, carry on business in the UK and are supplying goods or services.

This statement is in respect of the financial year ended 31 December 2021 and describes our commitment and steps taken to identify, prevent and mitigate modern slavery in our business and supply chains. The statement applies to both The **MISSION** Group plc and its relevant subsidiaries to which the Act applies.

Organisational Structure and Supply Chains

The **MISSION** Group plc is a collective of Creative and MarTech Agencies led by entrepreneurs who encourage an independent spirit, employing approximately 1,000 people across 29 offices in the UK, Europe, Asia and the USA.

Given the nature of our business, in which the main asset is the intellectual property generated by our own staff, we do not have an extensive supplier network. Our supply chains consist largely of software and hardware providers, printers, professional services, media suppliers, insurance and benefit providers, office facilities and maintenance service providers, recruitment agencies and other marketing service providers.

Policies on Modern Slavery and Human Trafficking and Training of Staff

We support the aims of the Act and will never knowingly deal with any organisation which is connected to slavery or human trafficking. Our policies and procedures have been updated to specifically reference modern slavery and human trafficking and reflect our commitment to implementing and enforcing systems of controls that prevent instances of modern slavery or human trafficking happening anywhere either within our organisation or in our supply chains.

In particular, our policies and procedures seek to:

- Educate staff and help them identify risk factors to which they should be alert, including appropriate preventative or corrective action they should take
- Encourage reporting of actual or suspected instances of modern slavery or human trafficking, especially with regards to engaging suppliers
- Engage in recruitment and employment practices which cannot constitute exploitation
- Identify and minimise risks of modern slavery in our supply chain

- Comply with Modern Slavery Legislation

Due Diligence Processes and Risk Assessment

We have assessed, and will continue to assess on a regular basis, our various lines of business, geographical areas of operation and supply chains in an effort to identify any areas of high risk.

Given the nature of the services we provide and our high standard of employment practices, we consider that we are at low risk of exposure to slavery and human trafficking. We are not aware of any areas of our operations and supply chains likely to lead to a breach of the Act. If any areas or suppliers with higher risk are identified, we will mitigate the risk by performing a more detailed review of the potential risk, including:

- Gathering further information on the risk identified
- Examining contractual terms
- Assessing what steps have been taken vetting the supplier, for example whether a site visit to the supplier's premises has been undertaken or is necessary

Measuring Effectiveness

During the year we have not become aware of any instance of actual or suspected slavery or human trafficking affecting our business. We will periodically review the effectiveness of the steps we are taking.

This statement was approved by the Board of The **MISSION** Group plc and signed on its behalf by:

Julian Hanson Smith

Chair

27 April 2022