

MILS Legal Ltd Modern Slavery Policy

MILS Legal Ltd (“MILS”) is committed to preventing modern slavery and human trafficking in all its activities and supply chains. We acknowledge our responsibility to be vigilant and take steps to eliminate slavery and human trafficking in our business and wider supply chain. This policy outlines our commitment to tackling modern slavery and sets out the actions we will take to ensure compliance with relevant legislation.

‘Modern slavery’ is defined as *‘the recruitment, movement, harbouring or receiving of children, women or men through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation’*. It is a crime under the **Modern Slavery Act 2015** and includes holding a person in a position of slavery, servitude, forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after.

1. Policy Statement

MILS prohibits the use of forced or compulsory labour, human trafficking, and any other form of modern slavery within our operations and supply chains. We are committed to conducting business ethically and ensuring that our employees, suppliers, and partners share the same commitment.

2. Responsibility for the policy

MILS has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. Management at all levels are responsible for ensuring those reporting to them comply with this policy and are given regular training on it and the issue of modern slavery in supply chains.

3. Scope

This policy applies to all employees, contractors, suppliers, and any other parties associated with MILS. It encompasses all aspects of our operations, including but not limited to recruitment, employment, procurement, and partnerships.

4. Compliance with Legislation

MILS will comply with all applicable laws and regulations related to modern slavery, including but not limited to the Modern Slavery Act 2015 and/or any other relevant legislation in force.

5. Due Diligence and Risk Assessment

We will conduct risk assessments to identify and assess potential risks of modern slavery within our operations and supply chains. This includes evaluating the practices of suppliers, contractors, and partners to ensure they align with our commitment to eradicating modern slavery.

6. Supplier Engagement

MILS will seek to work with suppliers and contractors who share our commitment to preventing modern slavery. Our contracts and agreements will include provisions that require compliance with anti-slavery and human trafficking laws.

7. Training and Awareness

We will provide training to employees and other relevant parties to ensure awareness and understanding of the risks and indicators of modern slavery. This training will empower individuals to report any concerns promptly.

8. Reporting and Whistleblowing

MILS encourages the reporting of any concerns related to modern slavery. We have confidential channels for reporting, and whistleblowers will be protected from retaliation. Reports will be thoroughly investigated, and appropriate action will be taken.

9. Continuous Improvement

MILS is committed to continuous improvement in its efforts to combat modern slavery. We will regularly review and update this policy, conduct risk assessments, and implement measures to enhance our approach to eradicating modern slavery.

10. Communication

This policy will be communicated to all employees, suppliers, and relevant stakeholders. It will also be made available to the public through our website.

11. Approval and Review

This Modern Slavery Policy has been approved by Katharine Davidson KC, and it will be reviewed annually to ensure its effectiveness and relevance.

MILS is committed to a slavery-free world and will take all necessary steps to achieve this goal.

February 2024