

Modern Slavery Statement for Financial Year 2025/2026

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the steps that Mauve Group has taken and continues to take to ensure that modern slavery and human trafficking are not occurring within our business supply chain.

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. Mauve Group has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically, with integrity and transparency in all business dealings. We ensure effective systems and controls are in place to safeguard against any form of modern slavery within our business or supply chain.

Our Business

The Mauve Group of Companies provide a diverse range of global mobility solutions and services. The group of companies is linked through common ownership and has strategic positioning spanning six continents. Our client base includes, but is not limited to, Non-Government Organisations (NGOs), IT and telecommunication companies, institutes of higher learning, and healthcare providers.

Mauve Group is established in over 40 countries worldwide and we partner with a network of professional accountancy and legal firms in the provision of our services.

Our Policies

We operate several internal policies to ensure that we conduct business ethically and transparently. These include:

1. **Immigration Policy:** We operate a robust immigration policy, including conducting eligibility-to-work checks for all employees and international assignees to safeguard against human trafficking or individuals being forced to work against their will.
2. **Whistleblowing Policy:** We operate a whistleblowing policy so that all employees know they can raise concerns about the treatment of colleagues or practices within our business or supply chain without fear of reprisals.
3. **Code of Ethics:** This code explains the way we behave as an organisation and how we expect our employees and suppliers to act.

Our Partners

Mauve Group maintains a preferred partner list. We conduct rigorous due diligence on all suppliers before allowing them to become a preferred partner. This due diligence includes an online search to ensure that the particular organisation has never been convicted of offences related to modern slavery. These assessments are reviewed annually to ensure ongoing compliance and address any emerging risks.

In addition, as part of our contract, we require partners to confirm that:

1. They have taken steps to eradicate modern slavery within their business.
2. They pay their employees at least the national minimum wage applicable within their country of operations.
3. We are able to terminate the contract at any time should any instances of modern slavery become known.

Zero-Tolerance Policy

Mauve Group has a zero-tolerance policy towards corruption and bribery within its supply chain. Any violations of this policy will result in immediate action, including termination of the partnership.

Employee Training

Mauve Group is committed to ensuring that all employees are aware of the risks of modern slavery and human trafficking. We provide regular training to staff to help them identify and address any potential issues. This training includes:

- Understanding the signs of modern slavery and human trafficking.
- Knowing how to report concerns and suspicions.
- Familiarising employees with our policies and procedures related to modern slavery.

By equipping our employees with the knowledge and tools they need, we aim to create a vigilant and informed workforce that can effectively contribute to our efforts to combat modern slavery.

Performance Indicators and Monitoring Effectiveness

To ensure the effectiveness of our efforts to combat modern slavery, Mauve Group has established key performance indicators (KPIs) and monitoring mechanisms. These include:


- **Number of due diligence assessments conducted:** Tracking the number of assessments performed on new and existing partners to ensure compliance with our standards.
- **Training completion rates:** Monitoring the percentage of employees who have completed modern slavery awareness training.
- **Incident reports and resolutions:** Recording and analysing any reported incidents of modern slavery or human trafficking, and the actions taken to resolve them.
- **Supplier audits:** Conducting regular audits of our suppliers to ensure they adhere to our anti-slavery policies and practices.

We review these performance indicators annually and adjust our strategies as needed to enhance the effectiveness of our anti-slavery measures.

Approval for this Statement

This statement was approved by the Board of Directors on 6th January 2025.

Name: Ann Ellis

Signature: 

Date: 6th January 2025

