

Mr Digital Ltd
Modern Slavery and Human Trafficking Statement
10/01/2022

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 January 2022 to 31 December 2022.

The statement sets down Mr Digital Ltd commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Mr Digital Ltd which are as follows:

Web development and marketing agency with a team in the UK offering a full-service marketing agency helping clients to meet marketing and business objectives. Our team in the UK focus on strategy and business development and work closely with our Indian subsidiary, who provide execution support.

The Company currently operates in the following countries:

United Kingdom - our sales and client management team is based in the UK, working from home offices.

India - through our subsidiary who support with the delivery of marketing and development activities.

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

- 1.1 Policies: The Managing Director is responsible for creating and reviewing policies. The process by which policies are developed is looking at best practice and adapting to the needs of the Company.
- 1.2 Risk assessments: The Managing Director is responsible for risk assessments in respect of human rights and modern slavery.
- 1.3 Due diligence: The Managing Director is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1 **Whistleblowing policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners.

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.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. Board of Directors endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Ross Crawford

Position: Managing Director

Date: 10/01/2022

Signature:

A handwritten signature in blue ink, appearing to be 'R. Crawford', written over a light blue grid background.