

# Modern Slavery



Mozaic Policy v3.0

MOZΔIC

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### Document Control

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### Revision History

<b>Revision Date</b>	<b>Version Number</b>	<b>Revised By</b>	<b>Description of Revision</b>
16/03/2023	1.0	Aileen Coull	First full release
01/01/2024	2.0	Molly Jerome	Dates Updated
01/01/2025	3.0	Jemma Sherman	Dates Updated

### Document Approvals

This document requires the following approvals:

<b>Sponsor Approval</b>	<b>Name</b>	<b>Date</b>
Owner	Aileen Coull	16/03/2023
Owner	Aileen Coull	01/01/2024
Owner	Aileen Coull	01/01/2025

### Document Distribution

This document will be distributed to:

<b>Name</b>	<b>Job Title</b>	<b>Email Address / Location</b>
Mozaic Website	N/A	N/A
All Employees	All	All

# Introduction

This policy is made on behalf of Mozaic-Services Limited (Mozaic) and is informed by section 54(1) of the Modern Slavery Act 2015. It presents our slavery and human trafficking statement.

Mozaic is not obliged under legislation to set out a Modern Slavery statement (as the company falls below the thresholds under which one is obligated), however the company publishes this statement as:

- ▶ Many of the client organisations with which we work are obliged to publish statements, and routinely enquire as to our position
- ▶ We are supportive of the principles of the Act, and therefore seek to act within the spirit of the law and not simply comply with the minimum obligations

This policy should be read in conjunction with associated policies, and in particular:

- ▶ Recruitment
- ▶ Whistle blowing
- ▶ Company values and professional standards

# Policy Statement

## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR 2025**

This statement is made on behalf of Mozaic-Services Limited.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

### **OUR BUSINESS**

Mozaic sets out quite consciously with a mission to be the leading brand in the Operating Model transformation space.

Mozaic is a specialist consultancy that helps organisations to assess and improve their digital strategy, delivery and operations. We work collaboratively alongside management teams to design and implement radical improvements in performance and agility, using automation, tooling and by delivering new ways of working.

Mozaic is UK based. As a consultancy within the professional services sector, it is not the view of the company that it operates in any markets or services that are likely to be considered high-risk.

### **STATEMENT**

This Policy Statement affirms the commitment of Mozaic to act ethically and with integrity in all its business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking does not taking place anywhere within its business and supply chains.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

The Mozaic Chief Financial Officer is nominated to provide planning to identify risk and mitigate against such risks. The CFO, in turn will work with others (notably within Operations, Recruitment and Commercial functions) and report, as needed to the Company Board.

Our scrutiny and planning will specifically:

- ▶ Identify inappropriate employment practices
- ▶ Mitigate the risk of slavery and human trafficking occurring within the business and the company supply chain
- ▶ Identify, assess and monitor other potential risk areas
- ▶ Protect whistle-blowers

## **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We have zero tolerance to slavery and human trafficking.

To ensure all those in our supply chain and contractors comply with this policy we operate in line with principles of responsible sourcing, including:

- ▶ Ensuring employees are paid within the boundaries of the company's pay policies, and which in all cases exceed the prevailing minimum wage levels applicable under legislation
- ▶ Ensuring employees work hours and benefit from holidays that all cases comply with the requirements under the Working Time Regulations
- ▶ Review the company supply chain, through the tender process, supplier reviews, and self-certification declarations, to ensure compliance with the requirements of this policy

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant training and communications to our staff.

In particular this is via the Induction Training Process, and communications within our Employee Handbook.

## **DECLARATION**

This Policy Statement is published in January 2025 for the financial year ending 31<sup>st</sup> December 2025, and will be reviewed regularly and at least on an annual basis.

END OF DOCUMENT  
Anti-Slavery Policy

## **FOR MORE INFORMATION**

**Aileen Coull**

0203 709 1625

[aileen.coull@mozaic.net](mailto:aileen.coull@mozaic.net)

**Barry Shaw**

0203 709 1625

[barry.shaw@mozaic.net](mailto:barry.shaw@mozaic.net)

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