



**CREATIVE DESIGNERS  
BRAND, WEB AND  
PRINT SPECIALISTS**

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# Modern slavery and human trafficking statement

This modern slavery and human trafficking statement written by Design by Mint Limited, is in accordance with section 54(1) of the Modern Slavery Act 2015 for the financial year ending October 2020.

Our company is committed to conducting business responsibly and professionally, with accountability in both upholding the law and in our commitment to improving how we do business and in combatting slavery and human trafficking.

Signed on behalf of Design by Mint Limited:

A handwritten signature in black ink, appearing to be 'AH', with a long horizontal stroke extending to the right.

Andrew Hastwell  
Managing Director

### **Definition**

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.

### **Company structure**

Design by Mint Limited is a design agency. We operate in both the UK and Europe delivering creative solutions and services to businesses and individuals across both traditional print based, digital and online media. Further information about our business can be found on our website [www.designbymint.com](http://www.designbymint.com).

### **Our supply chains**

Our business is office based offering design services and our primary supply chain categories support these operations. Categories include: IT, printing, photography, video, web and technical services.

All of our suppliers are UK based and supply high standard goods or services. Our choice of suppliers is not based on cost, but on the quality of services provided and professionalism of the supplier and how they conduct their business, minimizing any modern slavery risks in our supply chain.

### **Our policies on slavery and human trafficking**

As a small design firm operating in the UK predominantly, the risk of modern slavery and human trafficking existing within our business is considered low. We have robust procedures concerning employment screening and employment conditions.

Our workplace policies and procedures demonstrate our commitment to ethical trading and integrity in all our business relationships. Enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Design by Mint Limited employees and suppliers are held responsible for reporting at the earliest opportunity any activity that might lead to, or suggest, a breach of the policy in any part of the company or its supply chains. We are committed to ensuring that no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that slavery of whatever form is or may be taking place in any part of the business or in any of its supply chains, including if the report is mistaken.

### **Risk assessment**

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.

### **Supplier adherence to our values**

We have a zero tolerance approach to slavery and human trafficking. We assess all new suppliers and continually monitor existing suppliers to ensure that our values are enforced.

### **Measuring effectiveness and next steps**

We will continue the ongoing review of the effectiveness of the Anti-Slavery and Trafficking Policy and Supplier Code of Conduct within our business. Ensure all key staff are trained in relations to the Modern Slavery Act and slavery and trafficking risks on an ongoing basis and enforcing Design by Mint Limited's zero tolerance approach to modern slavery, whilst ensuring that we take appropriate measures to encourage the supply chain to minimise the risks of slavery and trafficking and responsibility towards it within their own business.