



1. Introduction & Commitment

Mosaic Island is committed to acting ethically, with integrity and transparency in all business dealings and relationships. We have a zero-tolerance approach to modern slavery, forced labour, servitude or human trafficking, and are determined to prevent these practices in our business, operations and supply chain.

2. Organisation, Structure, Business and Supply Chains

2.1 Organisation & Structure

Mosaic Island is a Professional Services organisation, based in the UK with over 25 employees, supplying IT Consulting services to blue-chip clients. Our leadership team is responsible for governance of ethical standards and compliance across operations.

2.2 Business Activities

We provide Strategy & Consulting, Architecture & Design and Delivery & Assurance services.

2.3 Supply Chains

As a professional services consultancy, our supply chain is predominantly composed of skilled labour and knowledge-based services, covering the following:

- **Direct Employees** – our primary workforce is a directly employed professional labour force, paid above minimum wage and recruited through transparent HR processes.
- **Contractors and Associate Network** – We do not use agencies to source our contractors; therefore, we manage our own due diligence, contractual requirements and supplier vetting.
- **Technology, Tools & Software suppliers** – Our technology supply is dominated by major global vendors with established modern slavery commitments, which we review annually.
- **Office Facilities, Consumables & Indirect Procurement** – We use UK based suppliers where possible, and ensure they are reputable, reviewing certifications and requiring compliance with our own Supplier Code of Conduct.



3. Policies in Relation to Slavery & Human Trafficking

3.1 We expect high standards from all staff, suppliers, contractors and business partners, including adherence to this policy

3.2 We prohibit the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude whether adults or children

3.3 We incorporate specific prohibitions into our supplier contracts and procurement processes, requiring our suppliers to apply equivalent standards with their own supply chains

3.4 We provide clear reporting mechanisms (e.g. whistle-blowing channels) for any concerns related to slavery or human trafficking

4. Due Dilligence Processes in Business & Supply Chains

4.1 Prior to onboarding any new supplier, we conduct due diligence checks which may include:

- Supplier self-assessment questionnaires covering labour practices, worker rights, subcontracting practices
- Review of supplier policies, certifications and audits (where available)
- Verification of country/region risk profiles (e.g. high-risk labour markets)

4.2 For existing suppliers we maintain ongoing monitoring, including:

- Periodic reviews of supplier's performance on ethical labour practices
- Audits or site visits where feasible
- Requesting corrective action plans from suppliers found to have weaker controls

4.3 We integrate slavery and human trafficking risk considerations into our business decisions, such as supplier selection, contract terms, procurement specifications and logistics arrangements.



5. Risk Assessment & Risk Management

We recognise that certain areas of our supply chain may carry higher risks, including those involving subcontracting, labour-intensive processes, or suppliers operating in higher risk jurisdictions. To manage these risks we:

- Expect suppliers to hold their own suppliers to the same high standards
- Use contract clauses requiring ethical labour standards
- Monitor for suspicious activity and support employees in identifying signs of modern slavery
- Require escalation of any concerns immediately to the Commercial & People Director

6. Measuring Effectiveness

To ensure our policy is effective, we monitor:

- Supplier adherence to anti-slavery clauses
- Any reported incidents and corresponding investigations
- Engagement with suppliers about risk improvement
- Employee awareness and compliance through onboarding and regular updates

We aim to continuously strengthen our controls and improve transparency across the supply chain.

7. Training & Capacity Building

All Mosaic Island employees must familiarise themselves with the procedures that support this policy. This is a contractual obligation.

We provide training and awareness-raising for all employees which includes the following:

- Recognising the signs of modern slavery
- Understanding reporting mechanisms
- Ensuring employees conduct business in a way that minimises risks

Enhanced or role specific training is provided for those in supplier management and Leadership.



8. Reporting & Whistleblowing

Concerns relating to potential modern slavery within the company or our supply chain must be reported immediately to the Commercial & People Director.

Additional reporting routes include the Company's Whistleblowing procedure, available in our employee handbook on our internal Mi hub intranet. Members of the public may report concerns via enquiries@mosaicisland.co.uk

Confidentiality is protected unless prohibited by law. Reports made in good faith will not result in detrimental treatment.

9. Public & Supplier Communication

Our zero-tolerance position on modern slavery is communicated to all contractors, suppliers and business partners at the outset of our business relationship and reinforced periodically.

10. Review

This policy is reviewed regularly and updated where necessary. The latest version was issued in December 2025 and was signed off by the Directors and communicated across the organisation.