

# Ant Marketing Ltd Modern Slavery and Human Trafficking Statement 2022



This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to minimise the risk of modern slavery in our business and supply chains.

## Introduction

It continues to be a priority for Ant Marketing Limited to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

We are a leading provider of telemarketing, research, sales and customer services. Our commitment is to ensure that those organisations that we contract with to receive services are aware of our policies in order to comply with the Modern Slavery Act.

This commitment is evident through our company policies, which aim to uphold the highest ethical and professional standards. We ensure the adherence to policy commitments and compliance of current Government legislation and regulations.

## Our organisational structure and operations

ANT is one of the UK's leading suppliers of customer acquisition and customer experience services, employing around 2000 employees nationally. We provide industry-leading support at all customer lifecycle stages and work at the forefront of customer management industry best practice.

The company is a subsidiary of Mayfield Properties Limited, a wholly owned company of Mayfield Properties LLP of which the partners are solely the Hinchliffe family.

All our suppliers and contractors are based in the UK; most of our clients are large blue-chip companies with robust Modern Slavery procedures in place. As a result, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains include – Recruitment Agencies, Business consultants, Insurers, Utility Companies, Advertising Companies, Motor Vehicle solutions, IT and other related Services.

Ant Marketing Ltd has a total annual turnover of c£53m.

## Our commitment to the principles of the Modern Slavery Act 2015

Ant Marketing Ltd is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our employees. We want all our employees to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

### **Policies relating to slavery and human trafficking**

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Our Modern Slavery policy is posted on the staff HR portal together with all other company policies and procedures. It is an annual agenda item for discussion and consultation with our Board Members. It reflects our commitment implementing and enforcing effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices infiltrating our business operations and acting ethically and with integrity in all our business activities and relationships.

### **Previous action**

Ant Marketing Ltd introduced anti-slavery policy to all our staff in September 2021.

The anti-slavery policy has also been posted on the staff HR portal.

### **Current action**

We aim to take the following further steps over the course of the next financial year April 2023 to March 2024.

Ensure that staff involved in buying or procurement and the recruitment and deployment of employees and temporary workers receive training on modern slavery.

Ant Marketing Ltd is actively considering how we can increase the attention of our suppliers to zero tolerance policy to modern slavery.

This statement has been approved by the Board of Directors and the actions contained herein.

This statement has been approved by Anthony Hinchliffe, CEO for the financial year ending 31 March 2022.

This statement will be reviewed and updated every year.