Modern Slavery and Human Trafficking Policy

Design Magic Limited
Company Registration: 05866636

Last Updated: 17th February 2026
Next Update Due: 17th February 2027

1. Introduction

Design Magic Limited ("the Company") is committed to preventing modern slavery and human trafficking in all its forms. Although the Company does not meet the turnover threshold requiring a statutory Modern Slavery Statement under the **UK Modern Slavery Act 2015**, we voluntarily adopt this policy as a demonstration of our commitment to operating ethically, transparently, and responsibly.

We recognise that modern slavery is a global issue affecting millions of people and can occur in many forms, including forced labour, bonded labour, child labour, human trafficking, and exploitation. As a UK-based IT and technology services provider, we understand our responsibility to ensure that our operations and supply chains remain free from such abuses.

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2. Purpose of this Policy

This policy aims to:

- Establish the Company's zero-tolerance stance on modern slavery and human trafficking.
- Define responsibilities and expectations for employees, suppliers, and third-party partners.
- Set out the measures used to identify, prevent, and address risks of modern slavery within our operations and supply chains.

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3. Scope

This policy applies to:

- All employees, directors, contractors, and agency workers.
- Freelancers, consultants, and temporary staff.
- Suppliers, resellers, subcontractors, and service providers engaged by the Company.

All individuals and organisations working with Design Magic Limited must comply with this policy.

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4. Our Business and Supply Chain

Design Magic Limited is a small UK-based IT and technology services provider offering:

- IT consultancy
- Event technical production
- Cloud services and Microsoft 365 licensing
- Cybersecurity solutions
- Web design and hosting
- Telecommunications and connectivity services

Our supply chain mainly consists of:

- UK-based distributors and IT product vendors
- Software and cloud service providers
- Hardware suppliers
- Professional service providers (legal, financial, training)

Although our supply chain is relatively low-risk compared to industries such as manufacturing or construction, we recognise that modern slavery risks can exist at any tier of a supply chain—including overseas manufacturing of IT hardware.

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5. Our Commitments

Design Magic Limited maintains a **zero-tolerance approach** to slavery, forced labour, and human trafficking. We commit to:

5.1 Ethical Operations

- Conducting business ethically and with integrity.
- Ensuring our workplaces are safe, secure, and free from coercion or exploitation.
- Complying with all applicable UK legislation and international human rights standards.

5.2 Supplier Standards

We expect all suppliers and partners to:

- Prohibit all forms of modern slavery in their operations.
- Maintain fair wages, legal working hours, and transparent employment practices.
- Demonstrate compliance with human rights and labour laws.
- Co-operate with any due-diligence checks we undertake.

Suppliers failing to meet these expectations may be removed from approved supplier lists.

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6. Risk Assessment and Due Diligence

We manage risks by:

6.1 Screening and Evaluation

- Conducting proportional due diligence for new suppliers, prioritising sectors with higher risk (e.g., hardware manufacturers).
- Assessing suppliers' ethical, labour, and compliance standards.

6.2 Ongoing Review

- Periodically reviewing supplier performance and compliance.
- Monitoring changes in risk levels, particularly related to offshore manufacturing.

6.3 Contractual Controls

Where appropriate, we will incorporate anti-slavery and human-trafficking clauses into contracts.

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7. Reporting Concerns

Employees, contractors, suppliers, and third parties are encouraged to report any concerns related to modern slavery.

Concerns may include:

- Suspicion of exploitation in a supplier's workforce
- Coercive or unethical behaviour by a contractor or third-party representative
- Signs of human trafficking or forced labour

Reports can be made confidentially to: **Mike Hodgson,** Solutions Director
Email: mike@designmagic.net
Phone: 0203 876 1111

We guarantee:

- All reports will be treated seriously and sensitively.
- There will be no retaliation against individuals who report concerns in good faith.

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8. Training and Awareness

Although small, the Company commits to maintaining awareness of modern slavery risks by:

- Providing training to employees involved in procurement, supplier management, and recruitment.
- Ensuring staff know how to identify signs of modern slavery.
- Updating awareness materials periodically to reflect changes in legislation or best practice.

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9. Responsibilities

9.1 Directors

- Ensure the Company's actions comply with this policy.
- Review and approve the policy annually.
- Oversee due-diligence processes and risk mitigation.

9.2 Employees and Contractors

- Read, understand, and follow this policy.
- Report concerns or suspected breaches immediately.
- Co-operate with investigations and provide accurate information.

9.3 Suppliers and Third Parties

- Adhere to this policy.
- Provide evidence of compliance when requested.
- Notify the Company of any modern slavery concerns in their own supply chains.

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10. Breach of this Policy

Breaches of this policy may result in:

- Disciplinary action, including termination of employment.
- Suspension or termination of supplier or contractor relationships.
- Reporting to authorities if criminal activity is suspected.

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11. Continuous Improvement

Design Magic Limited commits to:

- Monitoring the effectiveness of this policy.
- Updating procedures and due-diligence practices as required.
- Keeping this policy under annual review or following significant business or legal changes.

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12. Approval

Approved by: Mike Hodgson, Solutions Director
Date: 17/2/2026

Please contact Design Magic with any questions on 0203 876 1111