

## **MBI Modern Slavery and Human Trafficking Statement 2021/2022**

### **Introduction**

Make Believe Ideas Ltd. (MBI) is committed to conducting business in an honest and ethical manner, and with respect to fundamental human rights. We are fully committed to the prevention of all forms of slavery, forced labour or servitude, child labour, exploitation and human trafficking, both in our business and in our supply chains. MBI takes robust measures to prevent such practices, in full compliance with the Modern Slavery Act 2015.

### **Our business**

MBI designs, creates and publishes children's books, games and toys and operates globally, employing approximately 100 employees in the UK.

We are committed to manufacturing our products responsibly by working only with suppliers who share our values.

All employees and individuals acting on the company's behalf are responsible for maintaining the company's reputation and for conducting business honestly, ethically and with integrity.

### **Our suppliers**

As part of our ongoing assessment of modern slavery and human trafficking risks, we carefully assess labour standards in the facilities that manufacture our products, ensuring that our suppliers adhere to our expectations at all times and operate in line with all relevant legislation.

We conduct periodic reviews of our suppliers to ensure our high standards are maintained at all times, including regular ethical audits and visits by senior managers to international facilities. Suppliers are required to demonstrate that they provide safe working conditions where they treat workers with dignity and respect, and act ethically and within the law in their use of labour.

MBI endeavour to select suppliers who have adequate accreditations such as SEDEX and BSCI, especially in relation to our print suppliers.

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

#### Anti-bribery

We will not tolerate any form of bribery by, or of, our employees, agents or consultants, or any person or body acting on our behalf or any supplier that we engage with. Our anti-bribery policy is shared with all employees and individuals acting on the company's behalf and is easily accessible.

#### Whistleblowing

We encourage all our employees, customers and business partners to report any concerns about the direct activities, or the supply chains of the business relating to any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures and employees are protected from any detrimental treatment as a result of reporting any genuine concerns made in good faith.

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### Dignity at work policy

We are committed to creating a work environment free of harassment and bullying and where everyone is treated with dignity and respect. This policy extends to managers, employees, contractors, and anyone else engaged to work on behalf of MBI both in the workplace and in any other work-related setting such as supplier and customer visits. Our dignity at work policy is shared with all employees and individuals acting on the company's behalf and is easily accessible.

### Recruitment

All employee recruitment is in line with our equal opportunities policy, the Equality Act 2010 and all other relevant employment legislation.

Every employee is provided with a written contract of employment and is paid in accordance with the law. We comply with our legal obligations to ensure the health and safety of all of our employees and workers, including compliance with statutory requirements relating to working hours, rest breaks and holidays.

### **Measuring effectiveness**

Our operations, processes and procedures are regularly reviewed to ensure that all employees and individuals acting on the company's behalf, along with our supply chains, comply with our principles on human rights in the prevention of circumstances that may give rise to an enhanced risk of slavery or human trafficking.

Further measures have been introduced, which require our suppliers' agreement to uphold these commitments.

### **Training**

MBI will be implementing training programmes to raise awareness on reporting and prevention of modern slavery and human trafficking for all employees involved with managing our supply chains by May 2024.

This statement will be reviewed regularly by the directors of the company to ensure its continuing effectiveness and relevance to the company's activities.

Signed

Win Walker  
Managing Director

Date: 23 November 2023

This statement was approved by MBI's Board of Directors on 23 November 2023