



☎ 01379 890792

@ info@marvelloushistory.com

🌐 www.marvelloushistory.com

📍 Waveney House, The Street
IP22 1RY, Redgrave

▲ Company Reg. No 12055808

▲ VAT No: 361 7232 11

MODERN SLAVERY POLICY

1.0 OVERVIEW AND HOW WE DEFINE MODERN SLAVERY

- 1.1 Slavery, forced labour, servitude, and human trafficking are types of 'Modern Slavery' – criminal activity that deprives victims of their liberty and usually involves financial and other exploitation.
- 1.2 We conduct our business fairly, ethically and with respect to fundamental human rights. We are committed to the prevention of all forms of Modern Slavery, both in our business and in our supply chains. We do not tolerate it.
- 1.3 You must read and comply with this policy if you work for, or on behalf of us in any capacity including as: an employee, director, officer, worker, consultant, volunteer, supplier or service provider.
- 1.4 Failure to comply with this policy may result in disciplinary action, including dismissal, or termination of the contract between you and us. It could also involve other legal steps being taken against you.
- 1.5 Our Anti-Slavery Officer ('ASO') is Domini Thorpe. They are responsible for this policy.
- 1.6 If you are an employee, this policy does not form part of your employment contract, and we may update it at any time.

2.0 PREVENTING MODERN SLAVERY IN OUR BUSINESS

- 2.1 We carry out appropriate checks on all employees, sub-contractors, and suppliers, so that we know who is working for us or on our behalf.
- 2.2 Every employee is paid in accordance with the law.
- 2.3 We comply with our legal obligations to ensure the health and safety of all of our employees and workers, including in relation to working hours, rest breaks and holidays.

3.0 FOR OUR SUPPLIERS

- 3.1 The majority of our suppliers are sub-contracted Sole Traders.
- 3.2 If you are a Limited Company or business entity other than a Sole Trader, and you supply us with services, you must assess your business and supply chains and confirm to our ASO that you:
 - 3.2.1 Comply with your legal obligations, in relation to Modern Slavery; and



3.2.2 Are committed to ensuring there is no Modern Slavery taking place in your business, or in any of your supply chains.

3.3 If you breach this policy, or are found to have Modern Slavery in your business, or knowingly in your supply chain, we may terminate our contract with you and pursue legal remedies against you.

4.0 FOR EMPLOYEES OR WORKERS PROVIDING SERVICES FOR US

4.1 You must immediately report any suspicions of Modern Slavery in our business or supply chains to our ASO.

4.1.1 Our ASO will investigate within a reasonable time, and report to the management team on actions which may require to be taken under the law.

4.2 You will not suffer any detrimental treatment as a result of reporting any genuine concerns, raised in good faith, under this policy. This applies, even if after investigation, they are found to be mistaken.

4.2.1 If you believe that you have suffered any such treatment, you should immediately tell our ASO.

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