

MVF

Modern Slavery and Human Trafficking Statement

Introduction

This statement sets out Marketing VF Limited's ("MVF " / "we"/ "our") commitment to preventing modern slavery and human trafficking in our business activities and the steps we have taken during the financial year ending 2023.

Organisational Structure

This statement outlines the activities of MVF, an integrated digital media and marketing business providing scalable new customer acquisition globally. Our main offices are located in London, UK, Austin, US, and the Netherlands, with a number of remote employees based in various locations across the US and internationally. We provide services to clients in multiple countries, reflecting our extensive global reach.

Our procurement primarily involves online marketing, IT solutions, and office facilities, mainly from large multinational businesses.

Countries of Operation and Supply Chain

We adopt a risk-based approach to supplier assessment, with our supply chain risk for modern slavery considered low due to the nature of our business (e.g. marketing spend), our suppliers - including major industry players, and the geographic locations of our supply chains, mainly in the UK and Ireland.

Relevant Policies

Our policies reflect our commitment to acting ethically and with integrity in all our business relationships. These include:

- Anti-Modern Slavery Policy
- Whistleblowing Policy
- Environmental, Social, and Governance Policy
- Grievance Policy
- Risk Management and Business Conduct Principles

We expect our suppliers to adhere to similar ethical principles.

Due Diligence

MVF undertakes due diligence when taking on new suppliers, which includes information about compliance with the MSA 2015. Our due diligence process focuses on areas such as forced labor, information security, and data protection. We maintain a zero-tolerance approach to modern slavery and expect the same standard from our suppliers.

Training

Employees who become aware of or suspect any conduct that they believe violates any applicable law, rule, regulation, company policy or any of our Business Conduct Principles, are required to report improper conduct as quickly as possible to the Legal & Compliance team.

Board Approval

This statement has been approved by the Board of Directors and signed on their behalf by Elizabeth Deeming in her role as CEO for Marketing VF Limited:

Elizabeth Deeming
CEO, Marketing VF Limited

Date: 23/01/2024

Elizabeth Deeming
Signature