



Anti-Slavery & Trafficking Policy

MIG Medical Installations Ltd | 26/27 Edition

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Modern Slavery Statement

MIG Group is committed to conducting business responsibly, ethically and transparently. We recognise that modern slavery, human trafficking, forced labour and exploitation are serious global issues and that every organisation has a responsibility to take steps to prevent these practices within its operations and supply chain.

Although MIG Group is not currently required to publish a Modern Slavery Statement under the Modern Slavery Act 2015, we recognise the importance of demonstrating our commitment to ethical business practices and responsible procurement.

Our Organisation

MIG Group provides specialist engineering services across the healthcare, mechanical and construction sectors, including medical gas installations, mechanical services and associated building works. We work with employees, suppliers, subcontractors and business partners who support the delivery of safe, compliant and high-quality projects.

Due to the nature of our activities, we recognise the importance of ensuring that our workforce and supply chain operate in accordance with appropriate employment standards, health and safety requirements and applicable legislation.

Our Commitment

MIG Group is committed to:

- Treating all workers with dignity, fairness and respect.
- Operating a zero-tolerance approach towards modern slavery, forced labour, human trafficking and exploitation.
- Ensuring compliance with applicable employment legislation.
- Working with suppliers and subcontractors who share our commitment to ethical working practices.
- Promoting a culture where concerns can be raised without fear of retaliation.

Policies and Procedures

Our approach is supported by relevant company policies and procedures, including:

- Modern Slavery Policy
- Equality, Diversity and Inclusion Policy
- Whistleblowing Policy
- Supplier Approval Procedure
- Procurement Procedures
- Health & Safety Policies

These policies help ensure that ethical considerations are embedded within our business operations and supply chain management processes.

Supply Chain Due Diligence

MIG Group operates a supplier approval process to assess suppliers and subcontractors before engagement. This includes reviewing relevant business information, competency, compliance documentation, certifications and evidence of appropriate business practices.

We expect our suppliers and subcontractors to comply with applicable legislation and operate responsibly. Where concerns relating to modern slavery or unethical employment practices are identified, these will be investigated and appropriate action taken.

Future Commitments

Over the next 12 months, MIG Group will continue to strengthen its approach to modern slavery risk management by:

- Reviewing and improving supplier due diligence processes.
- Increasing awareness of modern slavery risks across the organisation.
- Further embedding ethical procurement considerations within supplier selection and monitoring.
- Reviewing opportunities to introduce measurable objectives and monitoring indicators.

Approval and Review

This statement has been approved by MIG Group and will be reviewed periodically to ensure it remains effective and reflects our ongoing commitment to preventing modern slavery within our operations and supply chain.



Carl Mitten (Director) January 2026

Anti-Slavery & Human Trafficking Policy

We are committed to eliminating acts of modern-day slavery and human trafficking within our business and from within our supply chains.

Our annual turnover is under £36 million and although we are not legally obliged to report on slavery and human trafficking, this statement is made in accordance with section 54(1) of the Modern Slavery Act 2015.

Organisational Structure, Business, and Supply Chains

We are specialists in healthcare engineering and construction and are an independent company operating worldwide. Our supply chains are mainly based within the UK but some specialist equipment is sourced within the European Union wholesale or retail supplier's Medical grade copper piping and associated fixings, tools & other equipment associated with the installation process, and office supplies. None of our materials or supplies are sourced directly from manufacturers.

Policy on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. This 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 within our supply chains.

Due Diligence

We consider ourselves to be a 'low risk' business with regard to slavery and human trafficking. However, we foster a culture that encourages the identification and reporting of any such risks within our business. We recruit all our employees directly. We do not recruit from outside the UK or use agency workers.

Assessing and Managing Risk

We have a whistleblowing policy in place and, as part of our efforts to identify and mitigate risks within our supply chain, we are introducing systems to identify, assess, and monitor potential risk areas.

Effectiveness in Combating Slavery and Human Trafficking

We have zero tolerance to slavery and human trafficking. To ensure that all those in our supply chains comply with our values we are putting in place a supply chain compliance programme that will require our suppliers to confirm that they have a slavery and human trafficking policy in place and that they require the same from their suppliers.

Training

We are providing appropriate training to ensure that relevant employees understand the risks of modern slavery and human trafficking within our business and supply chains.



Carl Mitten (Director) January 2026