



Enable My Team

Anti-slavery and human trafficking policy

Version 4.0
Updated: 20/08/2025

Statement of Policy

This policy applies to all persons working for Mobibiz Ltd, trading as Enable My Team (EMT), or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

EMT strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards in line with the Modern Slavery Act 2015.

Commitments:

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk-based approach we will also assess the merits of writing to suppliers requiring them to comply with this policy, which sets out our minimum standards required to combat modern slavery and trafficking.
- Consistent with our risk-based approach we may require:

- employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with this policy
- Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to this policy
- As part of our ongoing risk assessment and due diligence processes, we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with this policy
- If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships
- HR due diligence whilst carrying out right to work checks is to ensure that individuals within our organisation work in line with the following:
 - Adherence to local and national laws
 - Freedom to terminate employment
 - Freedom of movement
 - Freedom of association
 - Prohibits any threat of violence, harassment and intimidation during employment
 - Prohibits the use of worker-paid recruitment fees
 - Prohibits compulsory overtime
 - Prohibits child labour
 - Prohibits any form of discrimination
 - Prohibits confiscation of workers original identification documents
 - Provides access to remedy, compensation and justice for victims of modern slavery

Goals and Key Performance Indicators:

We intend to build on our commitments with the following:

- Ensuring all Right to Work documentation is captured and updated when necessary for all employees.
- Ensuring all staff participate in our annual Modern Slavery workshops.
- Annually assessing our anti-slavery and human trafficking commitment with the Modern Slavery Self-Assessment Tool.
- Ensure our suppliers complete the Modern Slavery Self-Assessment Tool.
- Audit our suppliers when necessary if any concerns regarding breaches to the Modern Slavery Act 2015.

This policy is to be reviewed on an annual basis for relevance with industry standards, the Modern Slavery Act 2015, and current business practice. It is to be reviewed during internal EMT staff annual Health and Safety Workshop Training where a new copy shall be signed and dated by the Director/CEO.

Signed:.....

S. Jain (Founder & CEO)

Date: 20/08/2025.....