MAG Safeguarding Framework Overview

### Policy Key messages

1. **Policy on Personal Conduct**
   - Avoiding conflict of interest
   - Standards of personal behaviour
   - Avoiding criminal activity
   - Treating all contacts with dignity and respect
   - Using resources responsibly
   - Working in a safe way

2. **Protection of Children and Vulnerable Adults**
   - Creates an obligation to report any and all concerns where children and vulnerable adults may be at risk
   - How abuse is prevented, responded to and reported

3. **Dignity at Work**
   - Zero tolerance of bullying, harassment, intimidation, victimisation or coercion

4. **Modern Slavery**
   - MAG’s responsibilities to prevent modern slavery at MAG and in our supply chains

5. **Whistleblowing**
   - Reporting mechanisms for all staff to be able to raise complaints
   - Protection from discrimination and harassment
   - How issues will be dealt with

6. **Equal Opportunities Policy**
   - Equal opportunity in recruitment, promotion and training
   - Zero tolerance of discrimination on the grounds of race, marriage or civil partnership, gender reassignment, religion or belief, disability, pregnancy or maternity, age, sex and sexual orientation.