



## **Modern Slavery Policy**

**Document Owner**

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**Position**

Director

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18/12/2023

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01/12/2024

**Summary of Content**

As a privately owned company we are committed to delivering practices to combat slavery and all have a responsibly to be alert to the risks, however small, in our business and in our wider supply chain.

We further expect our employees to report concerns in order that management can take appropriate steps to act upon them.

## Overview

A summary of the components of modern slavery:

### Human trafficking

For a person to have been a victim of human trafficking there must have been:

- action (recruitment, transportation, transfer, harbouring or receipt, which can include either domestic or cross-border movement)
- means (threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability - however, there does not need to be a means used for children as they are not able to give informed consent)
- purpose of exploitation (for example, sexual exploitation, forced labour or domestic servitude, slavery, removal of organs).

### Slavery, servitude and forced or compulsory labour

For a person to have been a victim of slavery, servitude and forced or compulsory labour there must have been:

- means (being held, either physically or through threat of penalty – for example, threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability. However, there does not need to be a means used for children as they are not able to give informed consent)
- service (an individual provides a service for benefit - for example, begging, sexual services, manual labour, domestic service).

## **Our Structure**

As a provider and contractor to the exhibition and events industry the scope of the structure of our business can increase and decrease throughout the year and to accommodate this we work with other businesses who supply staffing resources, crew companies etc.

We operate nationally and occasionally in Europe with our warehouse based in Stourport-on-Severn and our office located nearby. We currently directly employ 9 people combined from these locations.

## **Our Supply Chains**

We source additional staffing and labour for stand building, crew services and electrical services. In addition we have suppliers of print products and furniture products.

## **Our Policies & Processes**

We commit to review and assess our policy and update our statement each year in relation to our business and our activities. This is to be completed by the Senior Management team. Our objective is to provide improvements each year and to introduce KPI's to demonstrate this.

Our policy is available on our company website.

We acknowledge our responsibilities in relation to tackling modern slavery and commit to comply with the Modern Slavery Act 2015. We ask to view our suppliers Modern Slavery policy where not publicly available and will ask for visibility when speaking with new suppliers.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or intimidation. We strictly adhere to the minimum standards required in relation to our responsibilities under relevant employment legislation in the United Kingdom.

## **Due Diligence & Risk Assessments**

We recognise that we need to educate and inform others including our own staff with regards to slavery and human trafficking, so that they are aware and informed for their lives both inside and outside of work.

This is completed by providing information via our Company Handbook and associated policies with a continual review of company policies which is communicated at least annually. As part of this policy our staff are advised to be aware of all guidance on Gov.uk.

We will ensure whistle blowers are protected in accordance with our Whistle Blowing policy.



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