

Modern Slavery & Human Trafficking Policy

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have at its core the deprivation of a person's liberty by another, in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships.

We aim to implement and enforce effective controls to ensure modern slavery is not present anywhere within our own business, or in any of our supply chains.

Our Commitment

We are committed to acting ethically and with integrity in all our business relationships and taking reasonable steps to ensure slavery and human trafficking are not taking place.

Due diligence processes for slavery and human trafficking

The Company has zero tolerance to slavery and human trafficking, and we expect all those in our supply chain to comply with our values.

The Company wholeheartedly supports and encourages the reporting of any concerns employees, contractors and members of the public may have in relation to this crime.

The company will respect the confidentiality & anonymity of any whistle-blower, should they request it.

Our supply chains are predominantly via a reputable UK provider, however on rare occasion, suppliers maybe based outside the United Kingdom. To be clear geographic location does not absolve such entities of their obligation in respect of anti-slavery and human trafficking policies and processes.

Training

The management team are responsible for compliance within their respective departments and in their supplier relationships and have been trained accordingly.

All employees receive an induction into the business where our policies, procedures and expectations are outlined.

Our effectiveness in combating slavery and human trafficking

The Company uses the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Use of labour monitoring, right to work documentation and payroll audits.
- We maintain a level of communication and personal contact with the next link in the supply chain to ensure their understanding of, and compliance with, our expectations.
- We will periodically review supply chain policies, codes of conduct and our working practices to show commitment. This review will not exceed 12 months from the date of this policy.

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High Risk Areas

Particular areas of the business that may be affected by Modern Slavery are the recruitment of full time and part time staff, temporary labour, use of agency labour.

Suppliers

Eventhire Group maintains a vendor management system and operates a preferred supplier list. We conduct due diligence on all suppliers before allowing them to support us. Part of this due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery. Additional checks could include on site audits with a review of working conditions.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

They have taken steps to eradicate modern slavery within their business

They hold their own suppliers to account over modern slavery

(For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)

(For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations

We reserve the right to terminate the contract at any time should any instances of modern slavery come to light
Reporting suspicions of slavery

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement.

Employees can report any suspicions of slavery either through the Company's Public Interest Disclosure (Whistleblowing) policy or externally to the Modern Slavery Helpline. Details are set out below:

<https://www.modernslaveryhelpline.org/>

Telephone : 08000 121 700



L Vipond
Managing Director
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