



UK

## Modern Slavery Policy 2020

This statement sets out GL events UK actions to understand all potential modern slavery risks related to their activities and to put in place steps to eliminate acts of modern slavery and human trafficking within the business and the supply chains, sub-contractors and partners. This statement relates to actions and activities during the financial year 1<sup>st</sup> Jan 2020 to 31<sup>st</sup> December 2020.

GL events UK recognises that modern slavery is an unquestionable and indefensible violation of an individual's basic human rights. GL events UK recognises we have a moral and social responsibility to implement a zero-tolerance policy to modern slavery in all its forms. We are committed to preventing slavery and trafficking in our corporate activities and ensuring, as much as we can, that our supply chains are free from slavery and human trafficking.

### Definition of modern slavery:

Modern slavery includes a range of types of exploitation, many of which occur together. These include but are not limited to:

- Sexual exploitation: this includes sexual abuse, prostitution and the abuse of children for the production of child abuse images/videos.
- Domestic servitude: this involves victims being forced to work in usually private households, performing domestic chores and childcare duties.
- Forced labour: this can happen in various industries, including construction, manufacturing, laying driveways, hospitality, food packaging, agriculture, maritime and beauty (nail bars).
- Criminal exploitation: This can be understood as the exploitation of a person to commit a crime, such as pick-pocketing, shop-lifting, cannabis cultivation, drug trafficking and other similar activities that are subject to penalties and imply financial gain for the trafficker.
- Other forms of exploitation include organ removal, forced begging fraud, forced marriage and illegal adoption.

### Present Activity:

Due diligence is undertaken when considering taking on new suppliers and we are reviewing our existing suppliers using the following:

- Understanding our supply chain to identify and assess products or geographical risks of modern slavery and human trafficking
- Evaluating modern slavery and human trafficking risks using our Quality, Environmental, Health and Safety Questionnaires
- Conducting supplier audits
- Terminating relationships with suppliers that fail to improve their performance in line with action plans

We use the following policies to assist with the identification of modern slavery risks and to prevent slavery and human trafficking in our operations.

**Whistleblowing Policy** – all employees are encouraged to report any concerns relating to unlawful conduct, malpractice, dangers to the public or environment and any other serious matter. The Modern Slavery Act 2015 is mentioned in this policy

**Quality, Environmental and Health and Safety Questionnaires**  
– we are committed to ensuring our suppliers adhere to the highest standards of ethics. Suppliers are required to declare they provide safe working conditions, treat workers with dignity and respect and act ethically and within the law in their use of labour. Serious violations of the policies will lead to an end of the business relationship

**Business Ethics Policy** – sets out the core values that we expect to be followed throughout the company and specifically mentions the Modern Slavery Act 2015

**Investigations** – In respect of suspected or known incidents of slavery or trafficking we would refer these to the relevant police authority, the Community Safety Partnership and the relevant safeguarding boards. GL events UK actively works to ensure the safeguarding of all vulnerable people and recognises at-risk groups including workers in certain roles such as cleaning and casual working, and large numbers of adults in multiple occupancy domestic properties. We would expect any colleague who may witness or suspect any wrongdoing to report their concerns to their manager and the police.

### **Aims for the Coming Year:**

The focus for the next 12 months with regards to the Modern Slavery Act 2015 as follows:

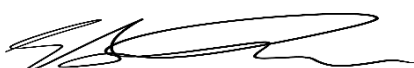
- To implement a performance assessment process for all Category 1, 2 and 3 Suppliers. 100% of category 1 (Agency) to have been reviewed by end of year. 80% of all Cat 2 & 3 Suppliers to have been reviewed by the end of the year. Progress captured as part of monthly report.
- Audit all agencies supplying temporary/casual staff.
- Internal Audit to ensure all employees (including agency & Casual) are free from modern slavery.
- Train employees to identify signs of modern slavery and importance of preventing.

### **Board Approval:**

This statement has been approved by the Board of GL events UK who will review and update annually

This statement is made pursuant of section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2020.

Signed by:



Scott Jameson – UK Group Managing Director - Date: 01/01/2020