



EMPLOYMENT PRACTICES

Modern Slavery Position Statement



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Modern Slavery Position Statement

We are committed to delivering practices to combat slavery and human trafficking. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. We have committed resources to implement and enforce effective system procedures and controls to detect and prevent instances of slavery or human trafficking in our supply chains and our business. We further expect our employees to report concerns in order that management can take appropriate steps to act upon them.

We recognise that effective modern slavery prevention requires proactive risk identification, meaningful engagement with relevant stakeholders, transparent reporting, continuous improvement and a victim-centred approach where concerns are identified.

Organisation structure

GES is a global, full-service provider for live events, producing corporate events, exhibitions, conferences, congresses, exhibits and entertainment experiences. We operate through two reportable segments; GES Exhibitions and Spiro and our ultimate parent company is TL Voltron Topco, LP., a limited partnership registered in the state of Delaware in the USA.

At the close of December 2025, the immediate parent company of GES UK Holdings Limited, including Global Experience Specialists (GES) Limited with revenues of £71.0m and Spiro UK Division Limited (previously VIAD Service Companies Limited) with £62.8m revenues, is TL Voltron Purchaser LLC, a limited liability company registered in the state of Delaware in the USA.

This statement covers the relevant UK entities within the GES group that meet the reporting criteria under section 54 of the Modern Slavery Act 2015.

Our business

GES Exhibitions provides exhibition services to organisers of exhibitions and events, exhibitors and exhibition venues.

Spiro, continues to manage client attendance at exhibitions and events worldwide and has expanded its services to become a global brand experience agency working with event and brand marketers to deliver wider multi-media experiences focused on creating human connections with creative and strategic experiences.

Our EMEA business is organised into business units and by region with office locations in Birmingham and London, UK. Netherlands, Germany, Romania and in the UAE, Kingdom of Saudi Arabia, Qatar and India.

Our supply chains

Our supply chains include: Sourcing of labour, materials, and project management.

We recognise that particular modern slavery risks may arise in areas of our supply chains involving temporary or agency labour, subcontracted labour, logistics and transport within our event build and breakdown services. We assess these risks on a proportionate and risk-based basis, taking account of the nature of the services provided, location of activity, labour intensity, supplier profile and any indicators of vulnerability or lack of transparency.

Risk assessment and management

We take a risk-based approach to identifying and managing modern slavery and human trafficking risks across our operations and supply chains. This includes considering the countries and sectors in which suppliers operate, the nature of labour used, the extent of subcontracting, the level of supplier transparency, and whether workers may be more vulnerable due to recruitment practices, migration status, language barriers, working arrangements or dependency on a third party.

Where increased risk is identified, we may undertake enhanced due diligence, request further information from suppliers, review contractual commitments, seek confirmation of labour standards, escalate concerns internally, require corrective action plans, or consider whether the supplier relationship remains appropriate. Our approach is intended to support early identification of risk and proportionate action to prevent, mitigate and remedy harm.

Our policies on slavery and human trafficking

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We are committed to raising awareness of our Modern Slavery Policy to ensure understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

Our *TRUE Compliance* Programme sets out our intentions and expectations regarding integrity and behaviours. We hold ourselves to a high standard of transparency in this regard. Those same standards apply to our vendors, contractors, suppliers and other business partners.

Our relevant policies and procedures are reviewed periodically to ensure they remain appropriate and effective. These include, where applicable, our *True Compliance Ethics Manual*, supplier onboarding and procurement controls, whistleblowing and reporting channels, employment practices, health and safety requirements, and contractual expectations for suppliers and business partners. We expect suppliers to cascade equivalent standards through their own supply chains and to notify us promptly of any actual or suspected modern slavery concern.

Due diligence processes for slavery and human trafficking

Our due diligence approach is risk-based and proportionate. It includes supplier onboarding checks, assessment of higher-risk categories and locations, monitoring of supplier responses, escalation of concerns to appropriate management, and consideration of remediation steps where issues are identified.

As part of our ongoing initiative to identify and mitigate risk, we are continually raising awareness through training and applying checks within our supply chain process to diligently:

- Identify and assess potential risk areas across our global business;
- Respond to identified concerns through proportionate investigation, escalation and remediation, recognising the importance of avoiding actions that could inadvertently increase harm to affected workers;
- Educate our employees through our training programme;
- Engage, where appropriate, with internal stakeholders, suppliers, contractors and other business partners to support awareness of modern slavery risks and expected standards of conduct;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains; and
- Ensure whistle blowers are protected in accordance with the confidential *TRUE Compliance* Programme.

Supplier adherence to our values

We seek to operate zero tolerance to slavery and human trafficking to ensure all those in our supply chain and contractors understand the importance of this issue to us and that they comply with our values and code of conduct.

We continue to strengthen supplier adherence by embedding modern slavery expectations into onboarding procedures and including contractual terms and conditions with every purchase process.

Our effectiveness in combating slavery and human trafficking

The Executive Management Team have day to day responsibility for reviewing systems and taking appropriate steps to ensure the company's practices are effective in countering slavery and human trafficking. To assist, we have developed policy and practices to ensure we are compliant, including;

- Continually assessing the effectiveness of our policies and practices
- Performing regular risk assessments to identify potential risks with suppliers
- Review existing key suppliers for awareness of and compliance with the Modern Slavery Act 2015.
- As part of our due diligent contracting processes, we require suppliers to comply with applicable anti-slavery and human trafficking laws, statutes and regulations in force including but not limited to the Modern Slavery Act 2015.
- Providing regular awareness training for relevant employees on the recognition and mitigation of slavery and human trafficking.

This statement is made and published pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2025. It reflects the steps taken during the year and our ongoing commitment to combat modern slavery. The statement has been reviewed for alignment with the latest UK Government Transparency in Supply Chains guidance and will be published on the relevant website and submitted to the UK Government modern slavery statement registry.

SIGNATURE DIRECTOR:

A handwritten signature in black ink, consisting of a stylized 'G' followed by a horizontal line.

GLOBAL EXPERIENCE SPECIALISTS (GES) LIMITED

DATE: 31st July 2026