MPLC Modern Slavery Statement 2024

Introduction

This statement is issued on behalf of Motion Picture Licensing Company (International) Limited, its subsidiaries and parent company (together, "MPLC") pursuant to the obligations of Section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2024.

At MPLC, we are passionate about supporting the entertainment industry and helping fund outstanding content that represents the diversity of human experiences. We recognise the seriousness of modern slavery and human trafficking and are dedicated to preventing such practices and ensuring they have no place within our supply chains or wider operations. This policy outlines our commitment to combating modern slavery, our approach to due diligence, and the steps we take to mitigate the risks associated with this issue.

MPLC Business, Structure and Supply Chains

MPLC represents rightsholders within the film and television industry and licenses the use of their audiovisual content outside the private home environment. We enable companies to use world-class film and television entertainment while supporting the creative industries and their intellectual property.

MPLC has represented major studios like Disney, Universal, Paramount, Pixar, Marvel Studios and Dreamworks Animation for over 35 years. These studios, together with hundreds more independent film and television producers, have appointed MPLC to collect licence revenue from non-theatrical venues – that's the industry term for places that show movies and TV in public spaces but are not traditional cinemas.

Headquartered in Eastbourne, UK, and Los Angeles, US, MPLC employs over 150 people worldwide and engages a number of external partners in order to conduct its business. This varies from major film and television studios, IT services and professional advisers to office suppliers and event management. Our current evaluation indicates a low risk of exposure to modern slavery, given the nature of our business.

MPLC policies

MPLC is committed to preventing modern slavery, human trafficking, and forced labour in all its forms. We will ensure transparency, accountability, and continuous improvement in our practices to safeguard against modern slavery. We are dedicated to conducting all our business dealings and relationships with the utmost ethical standards, transparency, and integrity.
MPLC has implemented the following set of policies that shall be regularly reviewed and updated to minimise the risk of modern slavery and human trafficking:

- Anti-Corruption and Bribery Policy
- Anti-Harassment and Bullying Policy
- Whistleblowing Policy

Recruitment & Employee Wellbeing

We strive to treat all employees with dignity and respect, ensure safe working conditions, and operate ethically and in full compliance with the law. MPLC follows safe recruitment and HR management processes that include pre-employment checks to ensure that prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse.

We also prioritise health and wellbeing of our employees. We offer enhanced annual holiday entitlement plus bank holidays and an Employee Assistance Programme is available for all our employees. We also offer the option for employees to opt into supplementary insurance and health benefits.

Steps are implemented to protect our employees against abuse, coercion, and other unacceptable behaviours through various policies and procedures, including Anti-Harassment & Bullying Policy, Verbal Abuse from Customers Policy.

Reporting and Whistleblowing

We encourage our employees, contractors, and other stakeholders to report any suspicions or concerns regarding modern slavery promptly. Our whistleblowing mechanism ensures confidential reporting to protect those who raise concerns. Employees have the option to remain anonymous during the reporting process, and non-retaliation is guaranteed. All reports will be thoroughly investigated, and appropriate action will be taken to address any issues raised.

Commitments and Continuous Improvement

We are continuously reviewing and improving our policies, procedures, and practices to enhance our ability to combat modern slavery effectively.

Over the next year, we intend to introduce relevant training to our employees to raise awareness about modern slavery, its indicators, and the actions required to prevent it. This training will equip individuals with the knowledge and skills necessary to identify, report, and respond appropriately to any modern slavery concerns.

This statement is made 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 2024. It was reviewed and approved by the Board on 30th May 2025.

Approved for and on behalf of MPLC by:



Mark Brownlie
Chief Financial Officer
Motion Picture Licensing Company (International) Limited