

## **Modern Slavery Act - Compliance Statement**

Cameron Mackintosh Limited "CML" is committed to ensuring that slavery and human trafficking are not taking place in any part of our business or supply chain. This statement outlines the steps that we have taken during the financial year ended 31 March 2025 to ensure compliance.

This statement is published by CML in accordance with the requirements of section 54 of the Modern Slavery Act 2015. We confirm that we have added this statement to the Government's Modern Slavery Statement Registry.

### Introduction

CML's principal activity is that of the production and management of theatrical shows throughout the world. Our supply chains include suppliers of services and products to our productions, outsourced IT and technology providers, and other business support services.

### Our Approach

Modern slavery takes various forms, including slavery servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We are committed to ensuring that our staff are not subject to behaviour or threats that may amount to modern slavery. We are also committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We strive to operate our business in a responsible and ethical way. We seek to promote human rights, equal opportunities and fair treatment. Our operating policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to preserve, protect and promote human rights.

We expect the same high standards from all of our contractors, suppliers and other business partners and expect that our suppliers will hold their own suppliers to the same.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships. We operate a comprehensive public disclosure (whistleblowing) policy and actively encourage staff to report concerns regarding unlawful or improper conduct, whether within our workplaces or relating to third parties that we deal with in the course of our business.

Training on this policy and on the risk our business faces from modern slavery in its supply chains, forms part of staff induction, and regular training is provided where necessary.

To date, we are unaware of any human trafficking or slavery activities within our supply chain.

### Looking forward

Should we become aware that any of our suppliers are in breach of modern slavery policy, we will immediately terminate our relationship with them. Maintaining our due diligence process, we will continue to review our business terms and conditions in order to safeguard against modern slavery and ensure that they reflect our commitment to operating our business in a responsible and ethical way.

The board of CML approved this statement on 10 April 2025.

**Richard Knibb**

**Director**