Modern Slavery and Human Trafficking Policy Statement

Financial Year: 1 January 2024 – 31 December 2024
Organisation: d&b solutions UK Limited (part of the wider d&b group)
Company Registration Number: 01031687

As per our policy below this statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the steps d&b solutions UK Limited has taken during the financial year to prevent modern slavery and human trafficking in its business and supply chains.

Statement of Intent

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. d&b solutions UK Limited 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. and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our Board reviews seek, year on year, to refine and review our processes, training and monitoring to achieve our intent.

Policy

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1. Introduction

d&b solutions UK Limited is a leading provider of integrated Audio, Video, Lighting and Media (AVLM) services. Our operations span live event production, system integration, rental, sales, and content creation. We serve diverse sectors including live entertainment, corporate events, houses of worship, education, broadcast, retail, and leisure. As part of d&b Group, we share a commitment to ethical business conduct and the upholding of human rights.

We recognise that modern slavery, including forced labour, servitude, and human trafficking, is a global issue affecting all industries. We are committed to ensuring transparency in our operations and taking proactive steps to identify and prevent any risk of modern slavery within our business and supply chains.

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2. Key Focus Areas (2024)

In the 2024 financial year, our modern slavery prevention efforts have been concentrated on:

- Enhancing supplier due diligence processes and risk assessments
- Strengthening training for internal procurement and contract teams

- Revising our Supplier Code of Conduct to explicitly prohibit modern slavery
- Increasing transparency in agency worker recruitment and monitoring

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3. Business and Operational Structure

d&b solutions UK Limited operates under the brand names d&b solutions UK, ELP, Productions AV and White Light from multiple locations across the UK:

- 20 Merton Industrial Estate, Jubilee Way, South Wimbledon, London SW19 3WL
- Unit 5, Headley Park 10, Woodley, Reading RG5 4SW
- 3a Space studios, Vaughan Street, Manchester M12 5FQ
- Unit F Ashville Trading Estate, The Runnings, Cheltenham GL51 9PT
- Plus, managed venues, and customer sites

We work with a broad network of suppliers and clients across technical production, integration, and event services. While our direct workforce includes permanent, temporary, freelance, and agency staff, our extended operations involve numerous third-party providers and partners.

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4. Governance Structure

Modern slavery compliance is overseen by our **Finance Director**, who holds day-to-day responsibility for the implementation, training, and monitoring of anti-slavery measures. Final accountability rests with the **Board of Directors**, which reviews this statement annually.

Management teams across departments are responsible for ensuring their teams receive appropriate training and comply with the policy.

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5. Risk Management and Due Diligence

We evaluate risks of modern slavery across our business using the following methods:

- Risk-based supplier assessments at onboarding and annually thereafter
- Evaluation of suppliers' own modern slavery policies
- Supplier contract clauses prohibiting forced, bonded or trafficked labour
- Whistleblowing procedures to report concerns confidentially
- Engagement with high-risk suppliers on compliance improvements

We prioritise due diligence in sectors or geographies considered to have elevated risks, including outsourced labour and event subcontracting.

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6. Responsible Recruitment

&b solutions UK only engages labour through pre-approved, reputable employment agencies. All agencies must:

- Pass a compliance check which includes a review of their modern slavery policy
- Adhere to fair recruitment practices
- Avoid charging recruitment fees to workers

We work closely with HR and our crewing services to ensure rigorous screening is maintained.

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7. Training and Awareness

All new employees are allocated training on modern slavery during induction. Ongoing e-learning modules are delivered annually.

Targeted training has been provided to:

- Procurement and supply chain teams
- Contract management and business development personnel
- Senior leadership and Directors

Training is designed to increase understanding of modern slavery risks and how to escalate concerns.

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8. Performance Indicators

To monitor effectiveness, we assess:

- Suppliers reviewed for modern slavery risks
- Training completion across key departments
- Reported concerns raised and resolved
- Supplier contracts containing anti-slavery clauses

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9. Collaboration and Partnerships

We engage with organisations that share our commitment to human rights. In 2024, we participated in industry forums and have obtained sustainability assessments such as **Ecovadis** and **B Corp** accreditation to reinforce ethical performance across operations.

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10. Looking Ahead

We are committed to continual improvement and plan to:

- Expand audits and reviews in 2025, additional focus on customer contracts

- Develop a supplier engagement programme focused on anti-slavery and ethical practices including supplier contract KPIs
- Introduce KPIs into supplier contracts related to ethical practices
- Promote policy alignment as part of the wider d&b group

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11. Statement Approval

This statement has been approved by the Board of Directors of d&b solutions UK Limited. It will be reviewed and updated annually.

Signed:
NAME Tom Jeffery
POSITION Managing Director
Date: 10/06/2025

