

Modern Slavery and Human Trafficking Policy Statement

Financial Year: 1 January 2025 – 31 December 2025

Organisation: d&b solutions UK Limited (a part of d&b Group)

Company Registration Number: 01031687

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.

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.

This statement should be read in conjunction with our Anti-Slavery and Human Trafficking Policy and Supplier Code of Conduct.

2. Key Focus Areas (2025)

In the 2025 financial year, our modern slavery prevention efforts have concentrated on:

- Project-based risk management with temporary labour checks
 - Categorised supplier segmentation with supply chain controls
 - Evaluation of technology-enabled due diligence processes
 - Ongoing training for internal procurement and contract teams
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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

Our work spans sectors including corporate events, theatre, broadcast, education, and leisure, ranging from large-scale productions to permanent AV systems.

Whilst our direct workforce includes permanent employees, freelance crew, agency workers, and specialist subcontractors, we also rely on a broad supply chain comprising equipment suppliers, technical contractors, crewing agencies, and logistics providers.

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 our policies.

5. Risk Management and Due Diligence

We apply a risk-based approach to identifying and managing modern slavery risks across our operations and supply chains, for example:

- Risk-based supplier due diligence at onboarding and periodic reviews
- Assessment of suppliers' policies, controls, and commitment to ethical labour practices
- Contractual requirements prohibiting forced, bonded, or trafficked labour
- Confidential whistleblowing and reporting mechanisms for employees and third parties
- Ongoing monitoring and engagement with higher-risk suppliers to drive continuous improvement

Due diligence is applied throughout the supplier lifecycle, from selection and onboarding through to contract management and review. If risks are identified, we take proportionate action, including supplier engagement and corrective measures.

We prioritise enhanced scrutiny in areas of elevated risk, including outsourced labour, subcontracted works, and project-based event delivery, where temporary or agency labour is more likely.

6. Responsible Recruitment

d&b solutions UK Limited is committed to ensuring fair, transparent, and ethical recruitment practices across our workforce and supply chain. We engage labour through approved and reputable employment agencies and service providers, all of which are required to:

- Demonstrate compliance with applicable employment and modern slavery legislation
- Maintain policies and controls to prevent forced or exploitative labour practices
- Avoid charging recruitment fees to workers
- Provide transparent terms of engagement, including pay and working conditions

Given the nature of our operations, which include freelance and agency-based roles, we place particular focus on the responsible management of temporary labour. This includes right-to-work checks, clear contractual terms, and ongoing engagement with providers to ensure standards are maintained.

7. Training and Awareness

We provide training to ensure employees understand modern slavery risks and their responsibilities in

identifying and addressing potential issues.
This includes:

- Modern slavery awareness training for all new employees as part of induction
- Periodic refresher training to reinforce awareness and responsibilities
- Targeted, role-specific training for employees involved in procurement, supplier management, recruitment, and operational delivery
- Guidance on recognising indicators of modern slavery, particularly in supply chains and temporary labour environments
- Clear processes for escalating concerns through established reporting channels

We promote a culture of openness and accountability, encouraging employees and third parties to raise concerns through our confidential reporting mechanisms.

8. Performance Indicators

We monitor the effectiveness of our approach to preventing modern slavery through a series of key performance indicators, including:

- Number and proportion of suppliers subject to modern slavery risk assessment
- Percentage of higher-risk suppliers subject to enhanced due diligence
- Proportion of supplier contracts incorporating modern slavery clauses
- Training completion rates for employees in relevant roles
- Number of concerns raised through reporting channels and actions taken

These indicators are reviewed periodically to assess effectiveness and identify areas for improvement.

9. Collaboration and Partnerships

We engage with organisations that share our commitment to human rights. In 2025, we participated in industry forums and have obtained recognised sustainability assessments such as **Ecovadis** and **B Corp** accreditation to reinforce ethical performance across operations.

10. Looking Ahead

We are committed to continuously improving our approach to identifying and addressing modern slavery risks. In the next financial year, we plan to:

- Enhance supplier due diligence, with increased focus on higher-risk suppliers
- Strengthen oversight of agency labour and subcontracted works
- Expand targeted training and awareness for higher-risk roles
- Develop more robust performance metrics to monitor effectiveness and drive improvement

These actions will support the ongoing development of our risk management framework and reinforce our commitment to ethical business practices.

11. Statement Approval

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

Signed:

A handwritten signature in black ink, appearing to read 'T Jeffery', with a horizontal line extending from the end.

NAME: Tom Jeffery
POSITION: Managing Director
DATE: 12/06/2026