

Republic of Media Ltd

Modern Slavery 2015 (Act) – Statement

Publication date – 1st April 2025

Financial Year End – 31st March 2026

Introduction

Republic of Media Limited (**Republic of Media**) specialises in providing media planning and buying services and has offices in Manchester and Edinburgh.

Republic of Media is committed to growing in a sustainable and ethically responsible way. Republic of Media is committed to conducting business with integrity and to the highest ethical standards, respecting human rights and protecting the interests of both Republic of Media employees and society in general.

As such, Republic of Media has zero tolerance of modern slavery and human trafficking and is committed to doing all it can to ensure no form of slavery or human trafficking exists within its supply chain. Republic of Media expects the same from everyone it does business with and will not knowingly engage with any person or organisation suspected of being involved in modern slavery or human trafficking in any form.

Supply chain

As a media planning and buying provider, suppliers include but are not limited to:

- media partners;
- IT services and equipment providers;
- facilities management and office suppliers

Policies and procedures

Republic of Media is committed to work within applicable laws and as the Act is an integral part of the UK legal framework its requirements are reflected in its policies.

The Republic of Media policies that incorporate the values and objectives of the Act are as follows:

- **The Code of Conduct** – Republic of Media is committed to conducting business with honesty and integrity and upholding high standards to protect the interests of its employees, clients, stakeholders and communities in which they work. All employees are required to behave consistently with the Code of Conduct.
- **Equality Policy** – This states Republic of Media's commitment to uphold fair employment practices and observe the laws that pertain to, among others, the prohibition of forced, compulsory and child labour and the laws relating to the elimination of any improper treatment or discrimination of employees.

STEPS TAKEN BY REPUBLIC OF MEDIA TO COMPLY WITH THE ACT:

Supplier due diligence

Prospective suppliers are required to confirm their compliance in relation to the requirements of the Act during initial negotiations. This is to ensure that Republic of Media only engages with those suppliers who share and are fully aligned with its values and principles.

Training

Republic of Media's Managing Director has communicated to all staff about the need to be vigilant about Republic of Media's obligations under the Act when procuring goods and services.

Responsibility for compliance with our policies

Republic of Media's Directors have the overall responsibility for Republic of Media's compliance with the Act.

Measuring effectiveness in combatting modern slavery and human trafficking

The effectiveness of the steps taken will be measured by the following key performance indicators (KPIs):

- number of instances of reports being received from employees, the public or law enforcement agencies that modern slavery and human trafficking practices have been identified within the Republic of Media business.

Next steps

As part of Republic of Media's ongoing efforts to ensure there is no modern slavery or human trafficking in its supply chain, it intends to continue to review and monitor and, where necessary, enhance its systems, policies and procedures, as well as improve its training and communications about the Act across the business.

Declaration

This statement is made in accordance with section 54(1) of the Act. This statement has been approved by the Republic of Media Board of Directors on 30th March 2025 and constitutes Republic of Media's modern slavery and human trafficking statement up to the date of publication of this Statement.

This statement will be reviewed and renewed in March 2026.

A handwritten signature in black ink, appearing to read 'Simon Crunden', is written over a light blue horizontal line.

Simon Crunden
Managing Director

For and on behalf of the board of Directors on 1st April 2025