

Modern Slavery and Human Trafficking Statement

Purpose

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015.

This Statement sets down Stagestruck Ltd.'s commitment to preventing modern slavery, human trafficking or exploitation in our business activities. It confirms the steps we have put in place to ensure zero tolerance of any form of human rights abuse in our own business and our supply chains. This Statement also affirms our intention to act ethically in all our business relationships.

Every person within our organisation has a duty to be alert to risks, however small. Staff are expected, and encouraged, to report their concerns and management will act upon them.

Policies

Stagestruck operates multiple policies that address and identify modern slavery, human trafficking or exploitation risks and the steps to be taken to prevent all forms of abuse in our operations. These policies are available to view on request by contacting our HR & Training Manager, or Head of Operations.

- **Staff code of conduct** - We are committed to the fair treatment of all staff. Our staff code of conduct, set out in the Employee Handbook, reflects our core values and expected behaviours.
- **Recruitment and selection process** - Sets out the processes we work through during the recruitment, selection and onboarding of staff including right to work checks and fair pay benchmarking.
- **Whistleblowing policy** - The Company encourages all its workers, customers, and other business partners to report any concerns related to its direct activities or its supply chains without fear of reprisal.
- **Equal Opportunities and Diversity Policy** - This policy ensures we are treating all staff, equally, respectfully and equitably.
- **Procurement and Supplier Engagement Policy** - We want to make sure that suppliers are committed to ensuring that slavery and human trafficking is not taking place within their own supply chains. Our Supplier Engagement policy and supporting procedures set out controls and checks undertaken to help verify this.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers in accordance with our Procurement and Supplier Engagement Policy.

The Company requires all staff to have completed training on Modern Slavery and encourages continual awareness to ensure slavery and human trafficking is not taking place in any part of our business or supply chains.

This Modern Slavery and Human Trafficking Statement will be annually reviewed and updated as necessary. The Board of Directors endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised on behalf of the board of directors by:

Name:	Natalie Hill
Position:	Finance Director
Date:	24 th April 2024
Signature:	

