

TwentyTwentyMedia Ltd UK Anti-Slavery Policy

1.0 Introduction

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. This policy explains the TwentyTwentyMedia Ltd approach to modern slavery and sets out what you should do if you believe that any form of modern slavery is taking place within our business or supply chain. This policy applies to all individuals working for TwentyTwentyMedia Ltd in any form, including agency workers, volunteers or contractors.

2.0 Our policy

TwentyTwentyMedia Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain. We accept that we have a responsibility to ensure, through our due diligence processes and so far as is possible, that workers are not being exploited, that they are safe and that relevant employment, health and safety, and human rights laws and standards are being adhered to, including freedom of movement and communication. If we believe that these rules are not being adhered to, we will notify the relevant authorities.

The prevention, detection and reporting of modern slavery in any part of TwentyTwentyMedia Ltd's business or supply chain, whether in the UK or abroad, is the responsibility of everyone working for TwentyTwentyMedia Ltd. You must avoid any activity that may lead to a breach of this policy and should report any concerns immediately under the reporting procedure below.

3.0 The procedure to follow

If you believe or suspect that a breach of this policy has occurred, is occurring, or may be about to occur, you must report it either by speaking to your manager. You should raise any concerns that you have as soon as possible, provided that it is safe to do so. If you are unsure about whether a particular act, the treatment of workers, or their working conditions constitutes modern slavery, please raise it with your line manager. You can also call the Helpline for advice and guidance on 0370 321 2020.

TwentyTwentyMedia Ltd encourages openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. You will not suffer any detrimental treatment as a result of reporting in good faith a suspicion that modern slavery is taking place in any part of the business or our supply chain.