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# Anti-Slavery and Human Trafficking Statement

## Introduction

In our position as one of the UK's leading live event and brand communications agencies, and having access to a global supply chain, we recognise that we have a responsibility to take action to prevent the exploitation of workers in the furtherance of financial gain. Having long had a focus on corporate social responsibility, we support the objectives of the Modern Slavery Act 2015 and the move to increase and promote transparency and accountability within our supply chain.

We are committed to ensuring that slavery, servitude, forced labour and human trafficking is not present in any aspect of our business. We also understand that this responsibility extends to our supply chain too. Our approach is one of zero tolerance. We wish to conduct our business in a way which is ethical and fair to everyone we engage with.

We are committed to operating in a way which combats slavery and human trafficking and to encouraging those in our supply chain to adopt a similar approach.

With this base commitment in mind we have taken the steps outlined in this Statement to meet this objective and will assess and implement such additional steps as may reasonably be necessary on an ongoing basis.

## Our Structure

We are a dynamic brand communications and live event agency operating in the conception, operation management and delivery of live event campaigns. Our customer base ranges from individuals to large corporations. We are a part of the FIRST Global Agency Group who are our ultimate parent company. The Group has over 300 employees globally and an annual turnover of approximately £60 million.

## Our Supply Chains

We operate globally, delivering a wide variety of events and brand activations of behalf of international blue-chip clients. Our supply chain includes but is not limited to:

- In-country Destination Management Companies;
- Audio visual and technical solution providers
- Hotels
- Venues
- Airlines
- Travel providers
- Staffing providers
- Shipping and transport providers
- Security contractors
- Freelance consultants, designers and event managers
- Insurance and healthcare providers
- Professional support service providers;
- Suppliers of merchandise and consumables
- Cleaning companies

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### **Our Policies on Slavery and Human Trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business.

This Policy is publicly available on the Clive Agency website, is issued to all suppliers and available to all our employees.

Our people, the excellent customer service which they provide on a daily basis alongside our unique company culture, are at the core of our business.

We believe that all workers should provide their services voluntarily and that they should receive a fair rate of pay for their work.

### **Due Diligence for Slavery and Human Trafficking**

As part of our initiative to identify and mitigate risk we issue our group policy to all suppliers. We have reviewed our operating processes to ensure that there are adequate safeguards in place to identify, report and address any suspected instances of slavery or human trafficking.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

### **Supplier Adherence to Our Values**

We have zero tolerance to slavery and human trafficking. To ensure all contractors in our supply chain comply with our values and our policy on anti-slavery and human trafficking, we have developed a supply chain compliance programme. This consists of:

- Adhering to our procurement processes in respect of new and prospective suppliers to ensure that they are adequately vetted;
- Carrying out a risk assessment in respect of each prospective supplier prior to contracting with them to evaluate the risk of Slavery and Human Trafficking being present within their business and where any risk is identified, to work with them to mitigate and manage this risk. Where it is not possible to adequately mitigate such risk, we will not contract with that prospective supplier;
- Ensuring that all suppliers are aware of our zero-tolerance approach towards Slavery and Human Trafficking and our expectations as to how they conduct their business in an ethical and responsible manner by writing to them to explain our values and expectations;
- Requiring all suppliers who have a turnover of £10m and above to provide a copy of their Statement published under the Modern Slavery Act 2015;
- Issuing a copy of this Statement and our Anti-Slavery and Human Trafficking Policy to all suppliers and asking them to sign to confirm their commitment to adhere to its terms and ethos;
- Including a right to audit in our contractual arrangements with new suppliers and exercising such right on an ad hoc basis as appropriate.
- Reviewing our standard contractual terms offered to suppliers and revising these, where appropriate, to set out our expectations in respect of ethical business practices.

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Our Head of Operations is our designated point of contact for any concerns relating to Slavery or Human Trafficking. His/her responsibility for this covers all areas of our organisation but primarily involves the following departments:

- Human Resources.
- Finance
- Operations
- Purchasing

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to provide training to our newly recruited staff at the induction stage. We also intend to revise our routine training programme for existing employees to include training on our Anti-Slavery and Human Trafficking Policy.

### **Our Effectiveness in Combatting Slavery and Human Trafficking**

Our Senior Management team meet on a monthly basis to discuss and review the effectiveness of the measures we have implemented to combat slavery and human trafficking. If appropriate a report will be made to the Regional Leadership Team on a quarterly basis with any suggested action points for improvement.

Following a review of the effectiveness of the steps we have taken this financial year to ensure that there is no slavery or human trafficking in our supply chains we intend to take such further steps as we feel may be reasonably necessary and appropriate to combat the risk of slavery and human trafficking faced by our business.

In particular, upon publication, issuing a copy of this Statement and our Anti-Slavery and Human Trafficking Policy to all suppliers in line with our supplier compliance programme outlined above.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Clive's Anti-Slavery and human trafficking statement.

Signed,



Peter Jackson  
Director