

Modern Slavery and Human Trafficking Policy

1. Our commitment

equip event services Ltd (equip) is committed to preventing modern slavery, forced labour, servitude and human trafficking in its operations and supply chains. We operate a zero-tolerance approach to exploitation and expect our employees, freelancers, agencies, subcontractors and suppliers to uphold the same principles.

This policy supports our obligations under the Modern Slavery Act 2015. Equip publishes information about its approach voluntarily where it is not legally required to publish a section 54 statement. Any annual statement will describe activities and measures undertaken during its specified reporting period.

1A. Our organisation, business and supply chains

equip is an independent, London-based SME providing technical production for events, including sound, lighting, video, staging, scenic production and temporary power. Our clients include cultural and heritage venues, production agencies, corporate organisations and private clients. We employ 23 permanent staff and operate from our headquarters and warehouse in Brixton, where the majority of equipment used on our events is owned, prepared and maintained in-house.

Our principal supply chains are:

- freelance technical crew engaged directly by equip;
- labour providers supplying event crew for load-in, load-out and on-site support;
- haulage and transport services;
- equipment manufacturers, distributors and rental partners; and
- suppliers of scenic, timber and print materials.

2. Scope and responsibilities

This policy applies to directors, employees, agency workers, freelancers, volunteers, contractors and others working for or on behalf of equip. It does not form part of an employment contract and may be updated.

The Board of Directors has overall accountability for this policy. The HR/Operations function coordinates implementation, reporting and review. Managers are responsible for communicating expectations and escalating concerns in their teams. Everyone working with equip is responsible for raising suspected exploitation promptly.

3. Risk assessment

Our event production activities present particular risks in the following areas:

- Freelance and agency technical crew, including short-notice work, overnight builds and get-outs
- Labour provided by crew and staffing agencies
- Subcontracted haulage, transport and driving services
- Third-party venue services such as security, cleaning and catering
- Overseas manufacture and supply of AV equipment, including electronics, LED panels and cabling

Senior management will review these risks at least annually and when a significant change to our activities, suppliers or reported concerns warrants an earlier review.

4. Recruitment and supplier due diligence

equip undertakes right-to-work checks for its employees in accordance with applicable requirements and seeks to ensure lawful pay and fair working conditions.

Our subcontractor questionnaire includes questions about modern slavery compliance and related policies. We use this as part of assessing subcontractors before engagement. Due diligence is proportionate to the nature and risk of the relationship, with closer scrutiny of labour providers and other higher-risk arrangements.

Where appropriate, checks may include confirming an agency's arrangements for right-to-work verification and lawful pay, reviewing supplier policies or published modern slavery statements, and seeking information on sourcing and manufacturing. We expect suppliers to address concerns in their own operations and supply chains. Any contractual clauses or additional supplier checks will be applied where they are included in the relevant engagement terms or procurement process.

Equip aims to pay freelancers and subcontractors in accordance with agreed terms. We will assess concerns raised about labour practices and take proportionate action, which may include further investigation, remedial requirements or ending a supplier relationship.

4A. Worker protections

In our operations and in the standards we expect of suppliers and subcontractors, equip is committed to the following principles:

- Compliance with applicable local and national employment, labour and human rights laws.
- Workers are free to leave employment in accordance with their lawful notice obligations and are not subject to forced or bonded labour.
- Workers retain freedom of movement and are not subjected to unreasonable restrictions or confinement.
- Workers' lawful rights to freedom of association and collective representation are respected.
- Threats of violence, harassment, intimidation, abuse and coercion are prohibited.
- Workers must not be charged recruitment fees or related costs as a condition of obtaining work.
- Overtime must be voluntary, except where lawfully required in exceptional circumstances, and working hours must comply with applicable law.
- Child labour and the exploitation of young workers are prohibited; applicable minimum-age and safeguarding requirements must be observed.
- Discrimination in recruitment, employment and treatment of workers is prohibited.
- Workers must retain possession and control of their original passports and identity documents; these must not be confiscated or withheld.
- People affected by suspected exploitation must be treated safely and fairly, with appropriate access to support, reporting channels and, where applicable, legal remedies, compensation and justice.



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We expect relevant labour providers and suppliers to uphold these principles and will respond proportionately to credible concerns. This policy does not claim that equip has independently audited every tier of its supply chain.

5. Awareness and training

All equip employees complete an online modern slavery awareness training module covering how to recognise, respond to and report suspected exploitation. Completion is recorded by HR/Operations. This policy is issued to freelancers, labour providers and subcontractors, who are expected to brief their own workers on its requirements. equip does not currently provide formal modern slavery training to suppliers; we will review annually whether to add an awareness element to crew inductions and venue briefings. Training completion will only be reported where supported by records.

6. Raising a concern

Anyone who suspects modern slavery in equip's operations or at any tier of its supply chain should report the concern promptly to their manager, HR/Operations or a Director. Concerns may also be raised under equip's whistleblowing arrangements where applicable.

The independent Modern Slavery & Exploitation Helpline is available on 08000 121 700. If anyone is in immediate danger, call 999.

equip encourages concerns raised on reasonable grounds, even where they are not ultimately substantiated. We will not tolerate retaliation against anyone who raises a genuine concern or assists with an investigation.

7. Responding to concerns

- Prioritise the safety and wellbeing of anyone potentially affected and contact emergency services where necessary
- Record the concern and notify a Director, restricting information to those who need to know
- Seek specialist advice or involve the appropriate authorities where warranted
- Investigate promptly and fairly, with appropriate confidentiality and records
- Consider proportionate remedial action, including supplier engagement, suspension or termination where justified

8. Monitoring and effectiveness

The HR/Operations function will review the policy at least annually and report material concerns or proposed improvements to the Directors. We use the following indicators to measure the effectiveness of our approach. Position as at October 2026:

- Labour providers completing our subcontractor questionnaire, including modern slavery questions, before engagement: **100%**
- Modern slavery concerns raised in our operations or supply chains: **0**; remedial actions required: none.

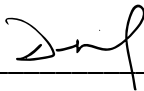
We will not publish unverified performance figures.

9. Breaches

Employees who breach this policy may be subject to disciplinary action under equip's procedures, potentially including dismissal. Equip may take appropriate contractual or commercial action in relation to contractors and suppliers who breach these expectations.

Approval and review

Policy owner	HR/Operations
Approved by	Daniel Barley, Managing Director
Approval date	02.02.2026
Last amended	14.10.2026 (v1.1: sections 1A, 5 and 8 updated)
Next review	February 2027 (annual cycle)

Signature:  _____