

# Modern Slavery Statement

This Policy Statement is made in accordance with the requirements of the Modern Slavery Act 2015 and constitutes Reveal Media's stance in respect of Slavery and Human Trafficking Policy/Statement.

Reveal Media Limited ("Reveal", "we", "us" or "our") is a company incorporated in England and Wales with company number 04470201. Our registered office is Reveal Media Ltd, Riverview House, 20 Old Bridge Street, Hampton Wick, KT1 4BU

## 1 Policy Statement - Our Ethos on Slavery and Human Trafficking

Reveal Media Limited is committed to combating Slavery and Human Trafficking and takes responsibility for ensuring that its working practices comply with the Modern Slavery Act 2015. This Policy Statement 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 within our Company or Supply Chain.

## 2 Due Diligence

We undertake an annual audit of our business and Supply Chain to assess areas of risk and likely exposure, the likelihood and severity of risk within our business has been found to be negligible. As part of the Company's due diligence process, we continually monitor and adopt effective systems to ensure that Reveal Media Ltd does not support or deal with any business or individual knowingly involved in Slavery and Human Trafficking.

## 3 Supply Chains

We operate a zero-tolerance policy to Slavery and Human Trafficking. All Head Office, Regional Managers, and other staff responsible for procuring external goods and services are dedicated to ensuring that suppliers and providers always adhere to our ethos and support our compliance to the Modern Slavery Act 2015.

All staff involved in the procurement of goods and services are required to establish that they are dealing with known and trusted Supply Chains and to discuss the potential risks relating to any new Supply Chains. All Supply Chains have been provided with a copy of this Policy and are required to confirm their compliance with our ethos.

## 4 Recruitment

Our stringent HR policies and recruitment practices ensure compliance with The Modern Slavery Act 2015 and all other relevant employment legislation. Auditing practices are in place for checking that all employees have the right to work in the UK. We are continually reviewing our recruitment methods throughout the business to ensure transparency. Training for those employees who are engaged in recruitment and in sourcing and managing a Supply Chain, ensures that Slavery and Human Trafficking are not taking place within the organisation or its' Supply Chain.

## **5 Awareness**

The staff involved or likely to be involved in the procurement of goods and services have been specifically provided with a copy of the Policy and instructed to ensure that their suppliers have been notified and have confirmed their compliance.

## **6 Reporting**

If an employee has any concerns regarding a likely risk of, or actual breach of our Policy or the Legislation, this must be raised with the Chief Operating Officer (COO). Reporting can also occur in accordance with the Grievance Policy in general or with the Whistle-blowing section of the Grievance Policy in particular.

All staff involved in the procurement of goods and services must contact the COO if they have any concerns about Slavery or Human Trafficking or if they are aware of or suspect a breach of The Modern Slavery Act 2015