



## MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

### Document control

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Signed:		
Print:	Jeff Burke Joint CEO	Olly Watts Joint CEO
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## INTRODUCTION

ES GLOBAL is a group of companies, headed by its holding company, ES Global Holdings Limited, and which has a number of wholly owned subsidiary companies around the world, including the UK, USA, France, Japan, Saudi Arabia and Australia. ES GLOBAL act as lead contractor for major events and projects around the world, designing and delivering relocatable architecture and structures.

The projects we deliver tend to be extraordinary: milestone moments that live long in the memory. The structures behind the scenes are just as enduring, morphing from project to project and site to site to fit the exacting, often time-critical needs of our clients. Employing infinitely adaptable, reusable components, world-leading technical expertise and a show-must-go-on mindset, we find ways to hit our mark, on time, whatever the obstacles.

We bring the same approach to every project, from one-night-only to record-breaking residencies. Our experience in the sustainable staging of music, sports, cultural and corporate events mean we're sought out at the earliest stages of projects by clients and creative partners. Not just to design and fabricate the best possible solution, but to see the project through from concept to opening, so that what is delivered is exactly what was hoped for.

We set the scene for the extraordinary, as promised, and deliver the impossible, as planned.

This statement sets out ES GLOBAL's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chain businesses. This statement relates to actions and activities during the financial year 1 January 2023 to 31 December 2023.

Our organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

## Organisational structure and supply chains

This statement covers the activities of ES Global Holdings Ltd and its subsidiaries:

ES Global Holdings Ltd is a UK registered limited company which is controlled by a board of directors. It is headquartered in London and has 100% wholly owned subsidiary businesses which are registered as companies in the UK, USA, France, Japan, Saudi Arabia and Australia.

The group of companies are experts in the provision of bespoke, temporary structures, event overlay and staging events, with substantial projects taking place across the music, sports, cultural, and public sector markets both in the UK and globally.

The labour supplied to the group of companies in pursuance of its operation is carried out in various locations including France, Japan, Australia, the Middle East, the United States and the United Kingdom.

## ***Potential Exposure***

The Company considers its main exposure to the risk of slavery and human trafficking exists in the transportation of equipment, because that could involve the provision of local labour in a country where protection against breaches of human rights may be limited, and the general use of locally sourced labour and or temporary staff.

## ***Responsibility***

Responsibility for our anti-slavery initiatives is as follows:

- **Policies:** The HR team drafts policies and procedures, which are then reviewed by other relevant stakeholders within the business to ensure all staff are aware of the risks of modern slavery and human trafficking;
- **Risk assessments:** Risk assessments are carried out as part of supplier onboarding, which are reviewed on an annual basis.
- **Training:** The organisation provides training from an external provider in an online format, to ensure staff can better understand, identify and respond to slavery and human trafficking risks.

## **Relevant policies**

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Employee code of conduct** Our code makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Supplier/Procurement code of conduct** We are committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We work with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of our supplier code of conduct will lead to the termination of the business relationship.
- **Recruitment/Agency workers policy** We use only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

## **Due diligence**

We undertake due diligence when considering taking on new suppliers, and regularly review its existing suppliers. Our due diligence and reviews include:

- mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;
- evaluating the modern slavery and human trafficking risks of each new supplier;
- reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping;
- conducting supplier audits or assessments, which have a greater degree of focus on slavery and human trafficking where general risks are identified;
- invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

## **Performance indicators**

We have reviewed our key performance indicators (KPIs). As a result, we:

- requiring staff working in countries who have a record of supporting or involving itself in slavery, servitude and forced or compulsory labour, to have completed training on modern slavery;
- have a system for supply chain verification, whereby we evaluate potential suppliers before they enter the supply chain; and
- annually review our existing supply chains, whereby we evaluate all existing suppliers.

## **Training**

We require staff working in specific countries, who have a record of supporting or involving itself in slavery, servitude and forced or compulsory labour, complete training on modern slavery.

Our modern slavery training covers:

- our business's purchasing practices, which influence supply chain conditions, and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline;
- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within our organisation;
- what external help is available, for example through the Modern Slavery Helpline, Gangmasters and Labour Abuse Authority and "Stronger together" initiative; and
- what steps our organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from our supply chains.

## **Board/Member approval**

This statement was approved on 24 May 2024 by our board members, Jeff Burke and Olly Watts, who review it annually.