

MODERN SLAVERY STATEMENT

The Company

This statement applies to ES Global Limited (referred to in this statement as "the Company"). The information included in the statement refers to the financial year 2022/23.

Company Structure

ES Global is a limited company which is controlled by a board of directors. It is headquartered in London and has offices in Nottingham (UK), Australia, France, Japan, Saudi Arabia, and the United States of America.

The Company 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 Company in pursuance of its operation is carried out in various locations including France, Japan, the Middle East, the United States and United Kingdom.

Definitions

The Company considers that modern slavery encompasses:

- human trafficking;
- forced work, through mental or physical threat;
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- being dehumanised, treated as a commodity, or being bought or sold as property;
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Company acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Company understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Company does not enter into business with any other organisations, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Company in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Company strictly adheres to the minimum standards

required in relation to its responsibilities under relevant employment legislation in France, Japan, the Middle East, United Kingdom, and the United States of America.

Supply Chains

In order to fulfil its activities, the main supply chains of the Company include those related to providing construction materials in both the United Kingdom and overseas. We understand that the Company's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Potential Exposure

The Company considers its main exposure to the risk of slavery and human trafficking exist in the transportation of equipment, because they could involve the provision of labour in a country where protection against breaches of human rights may be limited.

In general, the Company considers its exposure to slavery/human trafficking to be relatively limited.

Steps

The Company carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Company has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Company has taken the following steps to ensure that modern slavery is not taking place:

- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- measures to identify and assess the potential risks in its supply chains;
- undertaking impact assessments of its services upon potential instances of slavery;
- creating action plans to address risk to modern slavery;

Key Performance Indicators

The Company has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Company or its supply chains.

- The confirmation that no cases of modern slavery have been discovered in the last financial year;
- Annual completion of risk assessments, of clients and suppliers in both the UK and overseas to ensure modern slavery is not taking place.

Policies



The Company has the following policies which further define its stance on modern slavery:

- Contractor handbook;
- Employee handbook;

Slavery Compliance Officer

The Company has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Company's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signature:		
Name:	Jeff Burke Joint CEO	Olly Watts Joint CEO
Date:	April 2023	
Review Date:	April 2024	