

PERSCENT: ANTI-MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT AND POLICY

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking within 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 achieve this aim.

Our focus on slavery and human trafficking is part of a larger effort to encourage transparency and accountability. We will not tolerate forced, involuntary prison labour, slavery or trafficking of persons for any purpose or reason.

All Companies within the wider group (Cartoon Holdings Group) conform to this policy.

PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

- Employees will only be selected with a legal right to work in the UK and documents are required to verify this.
- Employment is freely chosen, there is no forced, bonded or involuntary prison labour or recruitment of child labour.
- We limit the geographical scope of our licenced premises to ensure optimum supervision of the use of our properties
- Where possible we build long standing relationships with suppliers and make clear our expectations of business behaviour
- With regards to national or international supply chains we expect these entities to have suitable anti-slavery and human trafficking policies and processes
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and all contractors to comply with our values.

The Directors are responsible for compliance in their respective departments and for their supplier relationships and we have effectively communicated this throughout the organisation to ensure awareness at all levels.

We have reviewed our current supply chain in detail and have drawn up an ongoing strategy to ensure compliance to these values ensuring that we are able to attribute risk and the

appropriate level of diligence and audit to each accordingly. There are appropriate processes in place to screen and continuously monitor all suppliers across each of our businesses.

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 provide training to relevant members of staff and communicate to all levels of management. All Directors have been briefed on the subject.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure the effectiveness of our processes and will look to continually evolve our strategy where necessary;

- Completion of HR audits and stringent right to work checks for all employees
- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

Signed:



Dated:

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