

Anti-slavery and Anti-trafficking Statement for the financial year ending 31 July 2024
(pursuant to Section 54(1) of the Modern Slavery Act 2015)

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 July 2024.

Inspirational Venue Solutions Ltd ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Policy

We have implemented an Anti-slavery and anti-trafficking policy (published below) reflecting its commitment to combating slavery and human trafficking and to acting with integrity in all its dealings, relationships, and supply chains. The policy outlines how our various procurement and HR practices, policies and procedures ensure compliance with our policy commitment.

Activity in the year ending 31 July 2024

Throughout 2023–24, we have continued to run the various controls and activities outlined in our policy, notably through the use of our online training module on this topic, and the ongoing refinement and operation of supplier due diligence and approval procedures. We continue to ensure that modern slavery considerations remain embedded appropriately within our ongoing Strategic Procurement and Purchasing transformation programme.

We did not receive any reports of instances of modern slavery or human trafficking in the financial year ending 31 July 2024.

We will continue to raise awareness of modern slavery and human trafficking and of the need for proper due diligence and risk assessment processes to be applied by staff and suppliers, per our policy.

Anti-slavery and anti-trafficking policy

Modern slavery encompasses slavery, forced and compulsory labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain as defined in the Modern Slavery Act 2015. We are committed to combating slavery and human trafficking and to acting with integrity in all its dealings, relationships, and supply chains. We expect the same high standards from all our staff, suppliers, contractors, and those with whom we do business. This policy applies to all employees, workers, consultants, and other persons doing business with the Company.

We acknowledge the risk that a supply chain may involve the use of a hidden or unknown subcontractor reliant on forced labour. Although we consider the risk of modern slavery to be low due to the nature of our supply chains, we take our responsibilities to combat modern slavery seriously as demonstrated by our promotion and adoption of the following policy measures:

- The prevention, detection, and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for the Company or under its control.
- Appropriate due diligence processes must be carried out in relation to modern slavery which may include considering human rights in a sector or country, the type of sector in which a service provider operates, the countries from which services are provided, the nature of relationships with suppliers, and the complexity of supply chain(s).
- All supply chain lines need to be continually risk assessed and managed in relation to modern slavery and any high-risk suppliers audited. Our standard procurement and contract procedures and documentation address anti-slavery and anti-trafficking. Under the supplier approval process, the Company's Commercial Division reviews all new suppliers, any changes to existing suppliers and re-activation requests taking this into account.
- The Company has developed an online training module on anti-slavery and anti-trafficking and completion is required or encouraged for a range of relevant new and existing employees, including all Commercial Division staff and those in financial roles across the wider Company.
- The Company highlights modern slavery issues within its ongoing communications programmes with the Company's Departments and with current trade suppliers to maintain and increase awareness of the issue.
- The Company encourages anyone to raise any concerns about modern slavery, using its Supplier code of conduct if necessary and will support anyone who acts in good faith.
- The Company's Recruitment and selection, staff code of conduct, and Procurement policies and procedures support our efforts to combat modern slavery and human trafficking.
- The Company will continue to develop its commitment to combat modern slavery and human trafficking and will outline such activities within our annual anti-slavery and anti-trafficking statement.

Any breaches of this policy may result in the Company taking disciplinary action against individual(s) and/or terminating its relationship with any organisation or supplier.

This policy is managed by the Commercial Division and was last approved by the Co-Founder & Commercial Director on 31 July 2024.



Graham Upton, Co-Founder & Commercial Director
Inspirational Venue Solutions Ltd

01/06/2024
Date