

## Modern Slavery Statement

### ***Introduction***

ESM is committed to upholding the highest standards of ethical conduct and integrity in all our business operations. We recognise our responsibility to take a robust approach to modern slavery and human trafficking, and we are fully committed to preventing slavery and human trafficking in our operations and supply chains.

### ***Our Commitment***

At ESM, we operate a zero-tolerance approach to modern slavery in all its forms. This commitment is deeply embedded in our company values and is reflected in our policies, procedures, and day-to-day operations. We demand that all who work for us, or with us, share this commitment and uphold the same high standards.

### ***Our Business and Supply Chains***

ESM operates in the exhibition stands manufacturing industry, engaging with a wide network of suppliers and contractors. Our relationships span numerous organisations within our supply chain, where we maintain a rigorous approach to ensuring that our operations are free from any form of modern slavery or human trafficking. We expect all our suppliers and partners to adhere to these standards and to act consistently with our anti-slavery policies.

### ***Our Policies and Procedures***

Our Modern Slavery Policy outlines the steps we take to prevent slavery and human trafficking within our business and supply chains. This policy is an integral part of our commitment to ethical practices and is communicated to all employees, suppliers, and business partners. The policy emphasises our zero-tolerance stance and provides clear guidelines on identifying, reporting, and addressing potential risks.

### ***Due Diligence and Risk Management***

We continuously review and improve our compliance and risk management processes to prevent any occurrences of modern slavery. This includes integrating specific prohibitions against forced, compulsory, or trafficked labour into our contracting processes and ensuring transparency throughout our supply chain. We expect our suppliers to uphold the same standards and to cascade these expectations down their own supply chains.

## ***Training and Awareness***

To support the implementation of our policy, we provide training and guidance to our employees on identifying and preventing modern slavery. This ensures that our team members are equipped to recognise potential risks and take appropriate action. Our zero-tolerance approach is communicated to all suppliers, contractors, and business partners from the outset of our business relationships and reinforced as necessary.

## ***Reporting Concerns***

We encourage all employees, suppliers, and stakeholders to report any concerns related to modern slavery or human trafficking. Our Whistleblowing Procedure provides a confidential mechanism for reporting suspicions, and we are committed to investigating all reports thoroughly and taking appropriate action.

## ***Continuous Improvement***

We are committed to continuously improving our approach to tackling modern slavery and human trafficking. We regularly review our policies, procedures, and practices to ensure they remain effective and aligned with best practices. This statement and our Modern Slavery Policy are reviewed annually and updated as necessary to reflect our ongoing commitment to ethical business practices.

## ***Approval and Endorsement***

This Modern Slavery Statement has been approved by the Directors of ESM Ltd and reflects our commitment to combating modern slavery and human trafficking in all its forms.

Signed:



Name: Rob Brackstone  
Role: Director  
Date: 16<sup>th</sup> August 2024  
Review Date: August 2025