

## **D F Concerts Limited**

### **Modern Slavery Policy 2019**

#### **Our Policy Statement**

We, at D F Concerts, recognise that slavery and human trafficking remain a blight on today's society. We have a zero tolerance approach to modern slavery and we are committed to working ethically and with integrity in all our business relationships. We are dedicated to implementing and enforcing controls to ensure that all individuals are treated with dignity and respect to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Our commitment to doing everything we can to combat modern slavery means we all have an obligation to ensure legal compliance, to uphold ethical standards, and to combat human rights violations. We expect everyone in our supply chain to adopt the same high standards. To ensure compliance and as part of our contracting processes, we require that the following statement be included:

“[Third party] warrants and undertakes to D F Concerts Limited that it:

- i. will not engage in any activity, practice or conduct which would constitute an offence under the Modern Slavery Act 2015; and
- ii. has and will maintain in place adequate procedures, as referred to in the Modern Slavery Act 2015 and any guidance issued by the Secretary of State, designed to prevent any person (including an employee, agent, subsidiary, supplier or sub-contractor) who performs services or provides goods for or on its behalf from undertaking any conduct that would give rise to an offence under the Modern Slavery Act 2015.”

This Policy applies to all persons working for us or on our behalf in any capacity, including all our employees, directors, volunteers, agents, contractors, consultants, suppliers, and business partners.

#### **Responsibility for Our Policy**

The board of directors has the overall responsibility of ensuring our compliance with all legal and ethical obligations, and for ensuring that all those in the business comply with this policy.

Management at all levels is responsible for ensuring that their teams understand and comply with this policy and are given access to suitable and regular training, when necessary.

The prevention, detection and reporting of modern slavery is the responsibility of all of us.

#### **Compliance with Our Policy**

All persons working for us or on our behalf must read, understand and comply with this Policy and avoid anything that might lead to a breach of it.

Individuals should raise concerns or suspicions of modern slavery in any part of our business with their manager as soon as they become aware of it and must notify their manager if they believe or suspect a conflict with the policy has occurred.

If individuals are unsure whether a particular activity constitutes a breach of this policy, this should be raised with their manager. We always encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

### **Communication and Awareness of Our Policy**

We are working on providing training on the policy to all employees who are deemed to be working in areas of the business that may be exposed to the risk of modern slavery and trafficking.

All staff involved with engaging third parties on behalf of the business must communicate our zero tolerance approach to prospective parties at the outset of any business relationship and reinforce our approach as appropriate thereafter.

### **Breaches of Our Policy**

We may terminate our relationship with third parties working with us or on our behalf if they fail to comply with our policy.

**Geoff Ellis**

Chief Executive

Date: 29 March 2019