



# Anti-Slavery & Human Trafficking (Modern Slavery Statement)

Updated: 21<sup>st</sup> January 2020

This statement sets out the actions undertaken by Aurora Event Services (UK) Ltd (Also known as Aurora & AES) to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business or within the businesses of any of its stakeholders.

Throughout this policy the use of “the Company” or “the Company’s” refers to Aurora Event Services (UK) Ltd

## 1. Policy statement

- 1.1. Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking.
- 1.2. The Company has a zero tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within either its own business or the businesses of its supply chains or stakeholders, consistent with its obligations under the Modern Slavery Act 2015.
- 1.3. The Company also expects the same high standards from all of its suppliers, contractors, other business partners and stakeholders, as part of its contracting processes, it includes specific prohibitions against the use of modern slavery, and expects that its suppliers or stakeholders will in turn hold their own suppliers and stakeholders to the same standards.
- 1.4. Identifying potential victims of modern slavery can be challenging because the crime can manifest itself in many different ways. There is a spectrum of abuse and it is not always clear at what point, for example, poor working practices and lack of health and safety awareness have become instances of human trafficking, slavery or forced labour in a work environment.
- 1.5. In addition, some suppliers may go to great lengths to hide the fact that they are using slave labour. However, the Company accepts that it has a responsibility through its due diligence processes to ensure that workers are not being exploited, that they are safe and that relevant employment, health and safety and human rights laws and standards are being adhered to, including freedom of movement and communications.
- 1.6. This policy applies to all individuals working for the Company or on behalf of the Company in any capacity, including employees, directors, officers, agency workers, volunteers, agents, contractors, consultants and business partners.

## 2. Responsibility for the policy

- 2.1. The Board of Directors has overall responsibility for ensuring that this policy complies with the Company’s legal and ethical obligations.
- 2.2. The Director's have day-to-day responsibility for implementing this policy, monitoring its use and effectiveness and auditing internal control systems and policies and procedures to ensure they are effective in preventing or remediating the risk of modern slavery. They are also responsible for investigating allegations of modern slavery within the Company’s business, its supply chains and its stakeholders
- 2.3. Line managers are responsible for ensuring that those reporting to them understand and comply with this policy.

### 3. Compliance

- 3.1. The prevention, detection and reporting of modern slavery in any part of the Company's business or supply chains, whether in the UK or abroad, is the responsibility of all those working for the Company or under the Company's control. You are required to avoid any activity that might lead to a breach of this policy.
- 3.2. If employees of the Company believe or suspect a breach of or conflict with this policy has occurred or may occur, they must notify their line manager or report it in accordance with the Company's whistleblowing policy. They are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of the Company's business or supply chains as soon as possible. If they are unsure about whether a particular act, the treatment of workers or their working conditions within any of the Company's supply chains constitutes any of the various forms of modern slavery, they can raise it with their line manager. They can also contact the government's Modern Slavery Helpline on 0800 0121 700 for further information and guidance on modern slavery.
- 3.3. The Company aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. The Company is committed to ensuring no one suffers any detrimental treatment or victimisation as a result of reporting in good faith their suspicion that modern slavery is or may be taking place in any part of its business or in any of its supply chains.

### 4. Training and communication

- 4.1. Regular training on this policy, and on the risk that the business faces from modern slavery in its supply chains, will be provided to all staff as necessary, so that they know how to identify exploitation and modern slavery and how to report suspected cases.
- 4.2. The Company's zero tolerance approach to modern slavery must be communicated to all suppliers, contractors, business partners and stakeholders when entering into new or renewed contracts with them.

### 5. Breaches of this policy

- 5.1. Sanctions for breach of the policy are clearly set out below and include either:
  - Disciplinary action or dismissal if the breach is by a member of staff.
  - Immediate termination of the contract if the breach is by a supplier, contractor, business partner or stakeholder.
- 5.2. Any employee who breaches this policy will face disciplinary action, up to and including summary dismissal for gross misconduct.
- 5.3. The Company may terminate its commercial relationship with suppliers, contractors, business partners and stakeholders if they breach this policy and/or are found to have been involved in modern slavery.

Signed on behalf of Aurora Event Services (UK) Ltd



**Tony Garcia**  
Company Director

Updated: 21<sup>st</sup> January 2020