



## Modern Slavery & Human Trafficking Statement

### **Our Responsibility & Commitment**

innovision's anti-slavery and human trafficking statement reflects our commitment to acting ethically and with integrity in all our business relationships.

Maintaining robust corporate governance, lawful and ethical behaviour is considered a high business priority for innovision.

We have a responsibility under the Modern Slavery Act (MDS) 2015 to ensure transparency in the provision of all our goods and services. This statement outlines the actions and steps taken by innovision.

We will seek to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains. Our code of conduct for all employees of innovision and our rigorous on-boarding process for all partners and suppliers requires us all to operate with absolute integrity and transparency in everything we do; every partnership we forge, every relationship we foster, everything we create, every event we deliver.

### **Our Business & Our Structure**

We are a leading live event and experience agency. Our mission: to bring people closer to brands, organisations and messages.

Founded in 1997 by Andrew & Claudia Douglass, we started life with a clear ambition – to do great work with great people.

Over 22 years on, we remain an owner-managed agency and continue to do just that: creating unique and iconic experiences for everyone from household names and challenger brands, to sports organisations, large corporations and governments – in the UK and all around the world.

We are passionate about people and we invest in the best talent to imagine, realise and deliver memorable experiences across the live, digital and social landscapes.

This passion extends to our trusted network of suppliers and partners. Worldwide, these include, without limitation: set production and design companies, IT & comms services, office cleaning, supplies and equipment, courier services, transportation services, merchandise suppliers, audio visual suppliers, catering suppliers, hotel conference and venue suppliers, business consultancy, auditors, legal advisors, banks, insurance brokers and insurers.



## Supporting Policies

The following policies have long supported innovision's commitment to be an agency of purpose and integrity, one that understands it has a 360 responsibility to the clients it works with, across the work it delivers, across the talent it employs, the partners and suppliers who support them in delivering with certainty and the wider global impact this brings with it.

- innovision Code of Conduct
- Supplier On-Boarding and Vetting Form
- Supplier Procurement Policy
- Supplier Diversity Policy
- Equality & Diversity Policy
- Corporate Citizenship Policy
- Bribery & Corruption Policy
- Quality Policy

These documents also form part of our IMS 9001:2015 accreditation.

Our Supplier On-boarding and Vetting Form specifically requires use of voluntary labour and prohibits slavery, servitude or the use of forced or compulsory labour and human or labour trafficking and requires all suppliers to comply with applicable laws.

We source our suppliers in a responsible manner and require that they operate in full compliance with applicable laws. Failure to comply would result in immediate termination of any contractual agreements and working relationships.

Given the nature of our business, we do not consider that there is a significant risk of Slavery and Human Trafficking within our supply chain or our own business.

Baked into our systems is a culture of due diligence and compliance with governance overseen internally by the Board and Senior Leadership Team. High standards are maintained at all times and improvements identified by regular audits and reviews, adopted quickly - both internally and externally across our partner and supply-chain.

Compliance is supported by monthly internal audits and annual external audits.

Claudia Douglass - Managing Director

June 2020