

4<sup>th</sup> January 2023

## **XQUISITE PR LTD. MODERN SLAVERY ACT STATEMENT 2021**

*This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Xquisite PR Ltd. to ensure that slavery and human trafficking are not taking place in any part of our business or supply chains.*

Still to this day, slavery and human trafficking are a scourge on our society and can affect anyone, regardless of age, gender, race, or nationality. We, at Xquisite, do not believe that there is a place for such practices in today's world and we recognise our responsibility, as a global company, to tackle such risks.

We are committed to working ethically and with integrity in our business dealings to ensure that all individuals are treated with dignity and respect. Our aim is to continue to scrutinise and enhance the policies that we have in place to, one day, eradicate such practices altogether.

### **Organisation Structure & Supply Chains**

Xquisite PR Ltd. is a private limited company registered with Companies House under Company Number 08372358. Our registered offices are at Unit 1 Wells Place, Merstham, Surrey, RH1 3LG.

Xquisite is an award-winning full-service design and production company who work with global marketing agencies and brands to design, produce and deliver high quality experiences.

We always work to the highest standards to ensure compliance with all applicable laws and regulations and expect these standards to be mirrored by anyone that we work with. We actively vet our suppliers and seek to share best practice across the industry. We are committed to ensuring that there is no modern slavery or human trafficking anywhere in our supply chain.

### **Our Policy**

We are continuously working to minimise the risk of modern slavery and human trafficking across our whole operation. Our Anti-Slavery Policy reflects this dedication, and a copy of the policy can be found on our website and is contained within our employee handbook.

## **Due Diligence**

Each of our suppliers is expected to adhere to our high standards. Our procurement process ensures that key suppliers comply with all necessary laws and regulations; they are required to:

- Take reasonable steps to protect the health and ensure the safety of their own workforce and all workers in their supply chain.
- Not use or allow to be used any slavery in the performance of their obligations to us.
- Comply with all local laws and best practices about the suitability of employee working conditions.
- Allow their workforce the freedom to leave their employment without the threat of deterrents.
- Take steps to prevent the illegal treatment of their workforce by their management or any third party.
- Have an anti-bribery policy.
- Where necessary, work with us to identify, audit and eradicate areas perceived to be at risk of modern slavery and human trafficking; and show a continued commitment to work with us to rectify any risk of modern slavery.

## **Areas of Risk**

We work hard to identify areas within our business that may be at risk of modern slavery and pay particular attention to the complexities of engaging temporary staff and the type of work that they may undertake. We are committed to ensuring that such staff are treated fairly and with respect and that any risks are minimised and eradicated completely in a timely way.

## **Our Effectiveness in Combating Slavery & Human Trafficking**

We are confident in our policy's ability to combat modern slavery and human trafficking and aim to ensure that our suppliers are aware of it and remain compliant with it. We will endeavour to ensure that our suppliers emulate our values in relation to modern slavery.

## **Our Training**

To ensure a complete understanding of the issues and risks associated with modern slavery and human trafficking, we will provide training to all members of staff who may work in areas exposed to a high level of risk in relation to modern slavery and human trafficking.

We take the Modern Slavery Act extremely seriously and will continue to implement these measures and review any additional measures applicable on an annual basis.



*Stewart Green*  
Associate Director  
4<sup>th</sup> January 2023



*Kay Gowrinath*  
Managing Director  
4<sup>th</sup> January 2023

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Xquisite's slavery and human trafficking policy and statement.