



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR FY 2022-23

INTRODUCTION

This statement is made on behalf of The Promotions Factory Ltd pursuant to the section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement.

We are committed to improving our practices to combat slavery and human trafficking.

OUR BUSINESS

We are an independent media communications agency that has its main office in London, UK. The company has over 20 employees who operate in the UK.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify, monitor and mitigate against industry risk and business transaction risk, we have in place policies across our business to:-

- Identify inappropriate employment practices;
- Protect whistleblowers; and
- Investigate reports of Modern Slavery.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant country of operations. We have in place a Supplier Code of Conduct which outlines our expectations. The relevant account managers will monitor and enforce compliance of the Supplier Code of Conduct.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant training to our colleagues. Under our Supplier Code of Conduct we also require our business partners to provide regular and relevant training to their staff and suppliers and providers.

STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the financial year ending 31st March 2023 and was approved by the Managing Director of The Promotions Factory Ltd plc on 1st April 2022.

Signed:

A handwritten signature in black ink, appearing to read 'RJaffe', with a long horizontal line extending to the right.

Raymond Jaffe
Managing Director
The Promotions Factory