



MODERN SLAVERY ACT STATEMENT

LAST UPDATED
1ST JULY 2024

This statement is CMe Media Limited and its subsidiaries Modern Slavery and Human Trafficking Statement relating to section 54 of the Modern Slavery Act 2015 ('the Act').

Introduction from the Secretary and CEO

We oppose slavery and human trafficking in all its forms and make this statement to set out the steps we have taken to ensure that slavery or human trafficking is not taking place in our business or in our supply chains.

Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. All CMe Media colleagues are expected to report concerns and management are expected to act upon them.

Organisation Structure and Business

We are primarily a Media and Digital Agency. CME Group Holdings Limited is the parent company of a wholly owned subsidiary, CMe Media Limited has its head office in the UK (Fareham) and all trading is carried out the UK.

Definitions

CMe Media considers that modern slavery encompasses:

- Human Trafficking.
- Forced work through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse or threat of abuse.
- Being dehumanised, treated as a commodity, or being bought or sold as property.
- Being physically constrained or have a restriction placed on freedom of movement.

Commitment

CMe Media Limited acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. We understand that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

CMe Media Limited does not enter into business with any other organisation, in the United Kingdom (or abroad), which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.



No labour provided to the business in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. CMe Media Limited strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation.

Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

Our Policies on Slavery and Human Trafficking

We are committed to, where possible and practical, due to the breadth of our business and supply chains, to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We provide all colleagues with full details of this statement, along with our Code of Conduct and we have a number of policies in place which further defines our stance on modern slavery including:

- Anti-Slavery Policy
- Whistleblowing Policy
- Anti-corruption and Bribery Policy
- Recruitment Policy

Our Anti-slavery 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 supply chains. All colleagues are required to familiarise themselves with this information at our company induction and annually via our colleague policy portal. Our management structure is familiar with these policies and are aware of their responsibilities in relation to them.

Due Diligence Process for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk:

- We manage media buying and digital services with best practice UK advertising standards.
- The geographical scope of our premises is limited to Southern England allowing us to have firm control on our activities and being able adequately to oversee them.
- Where possible, we build long standing relationships with local suppliers and, make clear our expectations of business behaviour.



- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.
- We will quickly and thoroughly investigate any claim or indication that any area of our business, or its associated supply chain, is engaging in human trafficking or slave labour.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training, in the form of self-learning and attestation, as well as Home Office guidance via our e-learning platform, to all our colleagues, and all the Managers and the Directors have been briefed on the subject. In addition, our supplier and contractors are asked to confirm they too have met the requirements in our agreements with them.

Our next steps

Following a review of the effectiveness of the steps we have taken in our last financial year to ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following further steps:

- Continue to review internal processes and procedures to ensure effectiveness in combating slavery and human trafficking.
- Conduct health and safety, ethics and compliance due diligence on all existing and new suppliers.
- Roll out training and information highlighting the risks of modern slavery to wider employee and contractor groups.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

1st July 2024
Belinda Thomas
Finance Director of CMe Media Limited

