

## Modern Slavery & Human Trafficking Statement

### Financial Year Ending 31 March 2026

This statement is made pursuant to Section 54(1) of the **Modern Slavery Act 2015** and sets out the steps **Outsourced Events Limited** has taken and continues to take to prevent modern slavery and human trafficking in our business and supply chains.

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### 1. Our business structure and supply chains

**Outsourced Events Limited** is a specialist event management agency delivering tailored event logistics, operations, and project support across the commercial and public sectors. We provide full-service event management, including inventory handling, shipping, and operational support for events, as well as roundtable and experiential event solutions.

Our supply chain includes UK-based and international providers of:

- Event technology and logistics
- Print and promotional merchandise
- Courier and freight services
- Venues and hospitality
- Freelance and agency labour

We primarily engage suppliers through direct procurement or established framework agreements.

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### 2. Our policies and commitments

Outsourced Events is committed to the highest standards of ethical conduct and integrity. We have a **zero-tolerance policy** toward modern slavery, human trafficking, servitude, and forced labour. This commitment is supported by the following internal policies:

- **Code of Conduct**
- **Anti-Slavery & Human Trafficking Policy**
- **Recruitment & Right-to-Work Compliance**
- **Diversity, Equity & Inclusion Policy**
- **Supplier Code of Conduct**

All staff have access to these policies via our internal systems, and they are reviewed annually.

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### 3. Due diligence in our operations and supply chain

To assess and mitigate modern slavery risk, we:

- Conduct due diligence on new suppliers, including reviewing their Modern Slavery Statements (where required)
- Include anti-slavery clauses in contracts and framework agreements

# OUTSOURCED EVENTS

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- Assess the risk level of suppliers based on geography, sector, and employment practices
  - Require confirmation of right-to-work documentation for all employees and contractors
  - Use ethical sourcing criteria when selecting vendors and partners
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## 4. Risk assessment and management

We assess our modern slavery risks annually across operations, sectors, and supplier relationships. Our current risk profile is considered **low**, based on the nature of our services and the maturity of our supply chain partners.

We are actively monitoring areas of potential elevated risk such as:

- International freight and logistics providers
  - Labour agencies in high-volume event staffing
  - Merchandise supply originating from outside the UK/EU
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## 5. Training and awareness

We provide annual training for:

- Procurement, HR, and operational staff on identifying and managing modern slavery risks
  - All new employees during onboarding, with refreshers incorporated into mandatory compliance training
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## 6. Effectiveness and KPIs

To measure the effectiveness of our efforts, we:

- Track completion rates of staff training
  - Monitor supplier compliance through contract reviews
  - Investigate and log any concerns raised by our team
  - Conduct internal audits of our due diligence processes annually
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## 7. Future commitments

In the year ahead, we will:

- Continue to strengthen due diligence procedures for higher-risk suppliers
  - Expand ethical sourcing criteria to cover environmental and social impacts
  - Collaborate with peers and clients to raise awareness across the event supply chain
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DATE OF ISSUE OF POLICY: July 2025

Board of Directors, Outsourced Events Limited