

POLICIES

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MODERN SLAVERY



Modern Slavery Statement

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(1) Overview

1. Our policies are set out in line with up to date government guidelines and legislation which are followed in strict protocol by our teams, officers, contractors and service users at all times.
2. We are committed to taking robust steps to stamp out the risk of modern slavery, both within Vitality Entertainment Group, and its supply chain.
3. We will ensure to follow any up to date government guidelines in the UK to ensure that our payment systems are in date and in line with the law.

(2) Modern Slavery statement

Vitality Entertainment Limited do not tolerate human slavery or trafficking, and will take steps to ensure that this is stamped out. We will refuse to engage in business with any supplier and/or associated business partner who facilitate or make allowances for modern slavery and/or human trafficking. As a company, we will work to taking steps to identify and remove modern slavery within the association of the business and its operations, and we are committed to promoting any prevention measures (including listening to and supporting whistleblowers).

(3) What is modern slavery

Modern slavery is a hidden crime that affects every country in the world. Modern slavery has been found in many industries, including garment manufacturing, mining, and agriculture, and in many contexts, from private homes to settlements for internally displaced people and refugees. Modern slavery impacts on all of us, from the food we consume to the goods we purchase. It is everybody's responsibility to address and eliminate this crime where it occurs.

Modern slavery covers a set of specific legal concepts including forced labour, debt bondage, forced marriage, slavery and slavery-like practices, and human trafficking. Although modern slavery is not defined in law, it is used as an umbrella term that focuses attention on commonalities across these legal concepts.

Essentially, it refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power.

Vitality Entertainment Limited take a variety of steps in view of preventing and/removing modern slavery.

(4) Our measures to address the risks of modern slavery

Vitality Entertainment Limited will take the following steps and measures to prevent modern slavery within its entire business:

- Check that staff are legally eligible to work in the United Kingdom
- Make our suppliers and services providers aware of this policy which should be enforced through contracts, requiring that they pay their teams in line with up to date National Minimum Wage laws.
- Working with and supporting trade unions such as Equity and BECTU.
- Ensuring that all managers are aware of this policy and our obligations under it.
- Provide safe and supporting platforms to ensure that staff and freelancers feel safe to speak up in relation to modern slavery.
- Immediately remove any person or entity associated with Vitality Entertainment Limited who is found to be facilitating modern slavery either within the business, or outside of it.

(5) Supply chain monitoring

We expect our supply chains and service providers to put steps in place to mitigate the risk of modern slavery, and will apply monitoring to ensure that associated parties are compliant with our Modern Slavery Policy. All Supply chains and service providers are provided with a copy of this policy before working with us.

We may review our supply chains and service providers own policies and procedures in relation to Modern Slavery.

We may cease trading with any supply chain or service provider immediately, if we are satisfied that they are in breach of this policy and their actions conflict with our dedications

surrounding modern slavery.

(5) Legislation & the law

This policy is made pursuant to section 54(1) of **the Modern Slavery Act 2015**.

This policy:

This policy is to be reviewed (and updated where necessary) once every 12 months, unless:

- A relevant change to the law applies which requires us to update it earlier;
- A relevant error or concern has been raised in relation to the policy; or
- We change, add or remove a service/operation which may affect the policy

Any questions related to our policies may be put to us by email at info@vitality-entertainment.com

This policy must be adopted by the entirety of the company, it's staff, subsidiaries, projects, customers and service providers/partners, whilst involved in our activities.

