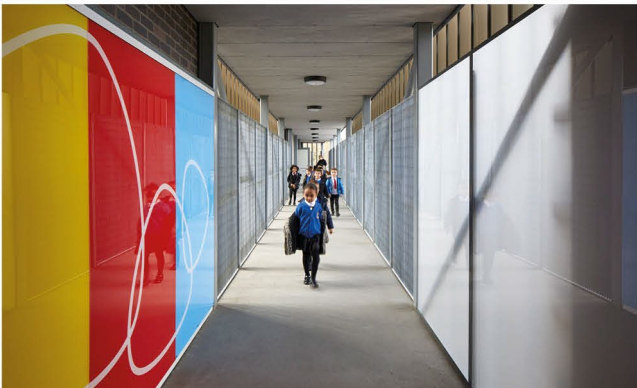


Anti-Slavery & Anti Trafficking Policy



rivingtonstreetstudio

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Policy Statement

Rivington Street Studio strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We are committed to ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, agency workers, contractors and suppliers.

Main Legislation

The Modern Slavery Act 2015

Definition of Modern Slavery and Human Trafficking

Modern slavery encompasses slavery, servitude, forced and compulsory labour and human trafficking. Traffickers and slave drivers coerce, deceive and force individuals against their will into a life of abuse, servitude and inhumane treatment. Human trafficking is the process of arranging or facilitating the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Commitments

We have a zero-tolerance approach to modern slavery in our organisation and our supply chains. The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf.

This includes the prohibition of the following:

- Engaging in child labour, in all its forms
- Withholding work identity or immigration documents
- Using recruiters that do not comply with UK labour laws
- Charging workers / potential workers recruitment fees
- Procuring commercial sex acts during the length of the contract.

In addition to the above:

- All staff and workers are paid the London Living Wage, above UK legal requirements, and we are accredited by the Living Wage Foundation
- All staff and workers can cancel their work contracts at any time with no financial penalty, subject to giving notice in according with their employment contract
- All staff and workers have the right to form and trade unions of their own choosing
- All staff and workers are giving details and accurate job descriptions alongside their contracts prior to employment.

As part of our employment process, document checks (including proof of age and right to work in the UK) take place to confirm they are allowed to work under UK employment law.

Workers and recruiters working on our behalf must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.

We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain. We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk-based approach, we will also assess the merits of writing to suppliers requiring them to comply with our Code of Conduct, which sets out the minimum standards required to combat modern slavery and trafficking.

Consistent with our risk-based approach we may require:

- employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Code of Conduct
- Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the Code

Breaches of this policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

For more information visit <https://www.gov.uk/government/collections/modern-slavery>

Signed:



Position: Director responsible for Anti-Slavery & Anti-Trafficking Policy

Date: October 2023

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Full Revision History

Revision	Date	Description
V1	May 2022	Policy created
V2	March 2023	Reformatted; no content changes
V3	October 2023	Updated to expand definition of commitments