

The Specialist Works Modern Slavery and Human Trafficking Statement 2018

The Specialist Works recognises its responsibility to combat slavery and human trafficking and are proud of the steps we have already taken to mitigate the risk of this happening. We have a zero tolerance to any form of modern slavery or human trafficking and are committed to improving our practices.

We invest in and care about our people and believe in our culture.

Through this statement we agree the following:

- No worker should be indebted or coerced to work
- No worker should pay for a job
- Every worker should have freedom of speech and movement

This statement is for the Financial year ending 31st December 2018.

Our Business and Structure

We are a media agency for brands that want to grow fast, we provide media planning and buying, brand partnerships and creative solutions. We have over 170 employees worldwide and operate in the UK, Europe, US and China.

We foster strong values and comply with all laws and regulations that apply to our business.

A description of The Specialist Works values, structure, division and product brands can be found on our website.

We have a global annual turnover of £136,000,000.

Our supply chains and Policies on slavery and human trafficking

The Specialist Works 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 main suppliers are media owners and media suppliers therefore we believe, due to the nature of our work, our supply chains, and their industries, to be at low risk in terms of modern slavery and human trafficking.

Despite this, we have taken steps including the following:

- Ensuring that we have in place appropriate policies which are regularly reviewed. These include our Whistleblowing Policy and our Anti-slavery & human trafficking Policy which 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.
- When recruiting staff into our business we undertake checks including (as necessary) interviews, identity verification, references and evidence of qualifications.
- Ensuring that within our business all people are paid fairly, and at least the minimum wage, although we pay above living wage, for their work.

Undertaking due diligence (and conducting supplier audits) for all suppliers appropriate to the level of risk identified in terms of the territory and industry in which they work

Our Anti-slavery & 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 supply chains.

Due diligence processes for slavery and human trafficking

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

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 on our Anti-slavery & human trafficking Policy to our staff.

Looking ahead

Following a review of the effectiveness of the steps we have taken in 2017/2018 to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Creating an e-learning training course for all staff to complete on modern slavery to create more awareness.
- Creating anti-slavery & human trafficking champions across the business.
- Updating our existing website so that it contains our Modern Slavery and Human Trafficking statement.
- Developing training modules with a focus on employees involved in sourcing, supply chain and recruitment activities.

This statement has been approved by the board of The Specialist Works and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2018.



Parry Jones, Chief Operating Officer

The Specialist Works

Date: 16.05.19