



## Modern Slavery Statement

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Arena has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place with the business or our supply chain.

### Our Business

Arena is a provider of temporary physical structures, seating, ice rinks, furniture, and interiors. The Group has operations across Europe, the US, the Middle East and Asia, and current clients include Wimbledon Tennis, The Open, PGA European Tour, Ryder Cup and IMG.

Arena services major sporting, outdoor and leisure events, providing a managed solution from concept and design through to the construction and integration of the final structure and interior. Contracts range in size and complexity from a simple equipment rental for a local outdoor event, to an integrated solution of multiple structures and interiors for a major international sporting event, and we operate with more than 300 supply chain of partners globally.

### Our High-Risk Areas

Due to the many varied projects we undertake it is necessary at times for us to employ from within local communities. This is achieved primarily through agencies that specialise in providing temporary labour to the event industry. Arena is aware that there is the possibility of persons being employed through these temporary employment agencies that are open to less robust procedures and checks to ensure they are both legal to work and not being exploited.

### 1. Our Suppliers

Arena operates a supplier policy that maintains an approved supplier list. All suppliers are required to submit to pre-qualification. The company will undertake an online search to ensure that no organisation has ever been convicted of offenses related to modern slavery. On site health and safety inspections will include a review of sub-contractors working conditions.

1.1 Modern slavery is a crime and a violation of fundamental human rights. It takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place anywhere in our own business or that of our suppliers.

1.2 We are also committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chain, consistent with our disclosure obligations under the Modern Slavery Act 2015. We require the same high standards from all our partners be they contractors, suppliers and other business partners, as part of our contracting process, we include the specific prohibition of forced, compulsory, or trafficked labour, or anyone held in a position of slavery or servitude, and we expect our suppliers to hold their own suppliers to the same high standard.

1.3 Our policy applies to all persons working for us or anybody in any capacity, including employees at all levels, directors, officers, agency workers, contractors, external consultants, business partners and any other third-party representatives associated with our business.



- 1.4 This policy is not to be considered part of any employee's contract of employment and we may amend it at any time.

## 2. Responsibility for the Policy

- 2.1 The company directors have overall responsibility for ensuring that this policy complies with our legal and ethical obligations, and that all those under their control comply with it.
- 2.2 The Human Resource and Health and Safety managers have primary day to day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure effective countering of modern slavery.
- 2.3 Management at all levels share the responsibility for ensuring that all persons they are responsible for understand and comply with the policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.
- 2.4 Everyone is invited to comment on this policy and suggest ways that may be used to improve it. All comments, suggestions and queries are fully encouraged and should be communicated to either the Human Resource manager or the Health and Safety Manager.

## 3. Compliance with the Policy

- 3.1 Employees must ensure that they read, understand and comply with the policy.
- 3.2 The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or are under our control. They are required to avoid any activity that might lead to, or suggest a breach of this policy.
- 3.3 Employees must notify their manager, the human resource manager, or the health and safety manager as soon as possible if they believe or suspect that a conflict with our policy has occurred or they have reason to believe it may occur in the future.
- 3.4 Employees are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible moment.
- 3.5 If you are unsure about whether a particular act, treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any various forms of modern slavery, raise it with your manager, human resource manager or the health and safety manager.
- 3.6 We encourage openness and will support anyone who raises a genuine concern in good faith under the policy, even if they are mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery in whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If an employee believes that they have suffered any such treatment, they should inform the human resource manager immediately. If the matter is not remedied, they should raise it formally using the grievance procedure.

## 4. Communication and Awareness of this Policy

- 4.1 Awareness training on this policy, and on the risk our business faces from modern slavery in its supply chains form part of the induction process for all individuals who work for us, and regular awareness training will be provided as necessary
- 4.2 Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.



## 5. Breaches to the policy

5.1 Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

5.2 We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.