

# UNLIMITED

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## ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

### Introduction from the CEO

We are committed to improving our practices to combat slavery and human trafficking. We review and monitor activities across **UNLIMITED** to ensure that we are alert to the risks, however small, in our business and wider supply chain, so that we can respond to any variance in the risk position appropriately.

### Organisation's structure

**UNLIMITED** is a marketing communications group delivering a range of digital technology-based marketing solutions. **UNLIMITED** Group Ltd is the parent company of its Agencies and has its head office in the UK. The Group has over 600 employees worldwide, with offices around the UK. **UNLIMITED** has a global annual turnover in excess of £36,000,000. No individual operating company within the Group has an annual turnover in excess of £36,000,000.

### Our business

Our business is organised into four divisions – B2C, Insights and Analytics, B2B, and Health.

### Our supply chains

Our supply chains predominantly include the sourcing of freelancers, technology platforms and data to assist with marketing services.

### Our policies on anti-slavery and human trafficking

We 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 Anti-Slavery 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 anti-slavery and human trafficking

As part of our initiative to identify and mitigate risk, we have systems in place to:

- 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.

### Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values. Our standard supplier terms and conditions contain warranties from our suppliers regarding their compliance with the Modern Slavery Act 2015.

### 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 to the relevant members of our staff. All directors have been briefed on the subject matter.

### Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure our effectiveness in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains:

- completion of internal procurement reviews; and
- use of labour monitoring and payroll systems.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's anti-slavery and human trafficking statement for the financial year ending 31 March 2024.