

Modern Slavery Policy

Current legislation

The Modern Slavery Act 2015, which came into effect on 26th March 2015, is designed to combat modern slavery in the UK and consolidates previous offences relating to trafficking and slavery. The Act makes provision about slavery, servitude and forced or compulsory labour and about human trafficking, including provision for the protection of victims; to make provision for an Independent Anti-slavery Commissioner, and for connected purposes.

Introduction

We are 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.

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.

Preventing Slavery and Human-Trafficking in our Business

The Company

- makes appropriate checks on all employees, recruitment agencies, and suppliers, to know who is working for, or on behalf of us
- provides every employee with a written statement of particulars of employment
- pays every employee in accordance with the law and no-one ever receives less than the statutory minimum hourly rate to which they are entitled
- complies with our legal obligations to ensure the health and safety of all of our employees and workers, including in relation to working hours, rest breaks, and holidays.

Company Suppliers

Suppliers to the Company, of goods or services, must assess their business and supply chains and confirm that they comply with your legal obligations in relation to Modern Slavery, and are committed to ensuring there is no slavery, forced labour, or servitude, child labour, or human trafficking taking place in their business, or any of their supply chains. This is documented via the Approved Supplier System.

Employees or Workers

All employees/workers must immediately report any suspicions of Modern Slavery, or human-trafficking in our business or supply chains to the Directors. Our Directors will investigate and report, within a reasonable time, on actions which may need to be taken.

Employees/workers will not suffer any detrimental treatment as a result of reporting any genuine concerns, raised in good faith, under this policy. This applies, even if after investigation, they are found to be mistaken.



If any workers believe that they have suffered any such treatment, they should immediately inform our Directors and follow our Grievance Procedures as outlined in contract of employment or service agreement.

Failure by our employees to comply with this policy will result in disciplinary action. Failure by our suppliers or customers could result in contracts being severed. Failure to comply could also involve other legal steps being taken against you.

Communication and awareness of this policy

Our zero-tolerance approach to modern slavery is communicated to all approved suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

A condensed version of this policy is available in Star Live's Employee Handbook which has also been issued to all employees.

Breaches to the 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.

A handwritten signature in black ink, appearing to read "Grahame Muir".

Grahame Muir
Chief Executive Officer
25th July 2025