



## **Modern Slavery & Human Trafficking Statement**

Kudos Roadshow Ltd trading as Kudos AV | Company number 06921714

### **1. Our commitment and scope**

Kudos AV is committed to preventing slavery, forced labour, human trafficking and exploitation in its operations and supply chains. We expect people involved in delivering our services to be treated fairly, with dignity and respect. This statement sets out the policy commitments proposed for adoption by Kudos Roadshow Ltd. It applies to our employees, directors and procurement decisions, and establishes expectations for freelancers, agencies, subcontractors and suppliers.

### **2. Our business and supply chains**

Kudos Roadshow Ltd trades as Kudos AV and provides audiovisual and event production services, including sound, lighting, video, staging, equipment hire and technical delivery. The business is part of the Kudos 1430 group and operates from Uxbridge. Delivery may involve group companies, external equipment suppliers, freelance technicians, crew providers, transport contractors and suppliers of scenic, print and fabrication materials. This statement covers Kudos Roadshow Ltd; it does not make declarations on behalf of other group companies.

### **3. Employment and supplier standards**

On adoption, our policy will prohibit forced or compulsory labour, trafficking, child labour and recruitment practices involving coercion or debt bondage. Workers must be free to leave employment subject to lawful notice, retain control of their identity documents and receive clear terms and lawful pay. We will not charge workers recruitment fees. Suppliers and labour providers will be expected to uphold equivalent standards, comply with applicable employment laws and cooperate with reasonable enquiries about their workforce and subcontractors.

### **4. Risk assessment and due diligence**

Potential areas of exposure include temporary and agency labour, subcontracted event crews, short-notice procurement, overseas manufacture of electronic equipment and sourcing of textiles, timber and other scenic materials. These are areas for assessment, rather than findings of exploitation. We will establish a proportionate supplier register and risk review covering supplier location, goods or services, labour arrangements and available supply-chain information. Higher-risk suppliers will receive additional enquiries and requests for evidence. Recruitment checks will include identity and right-to-work verification where required, clear contractual terms and checks that labour providers apply fair recruitment practices.

### **5. Purchasing and contractual controls**

We will seek to avoid unrealistic lead times, pricing or last-minute changes that could encourage exploitative labour practices. New and renewed supplier and subcontractor terms will include appropriate anti-slavery requirements, an obligation to raise concerns and cooperation with investigations. Where information is incomplete, we will record the gap and agree proportionate follow-up actions. We will prioritise risk-based checks rather than assume that supplier location or a policy alone guarantees compliance.

## 6. Reporting concerns and responding

Employees, freelancers and suppliers will be encouraged to raise suspected exploitation with a director or designated responsible manager, including through a confidential route where practicable. Good-faith concerns will be treated seriously and without retaliation. We will consider immediate risks to individuals, preserve relevant information and seek appropriate specialist or statutory assistance. Where a concern relates to a supplier, we will assess corrective action, escalation, suspension or termination with regard to the safety and welfare of affected workers.

## 7. Training and awareness

We will introduce proportionate awareness information for staff and targeted guidance for those recruiting workers, purchasing goods or services, managing suppliers and supervising event delivery. Topics will include recognising signs of coercion or exploitation, fair recruitment, reporting routes and escalation. Training completion and attendance will be recorded.

## 8. Monitoring and improvement

The responsible director will oversee implementation and review progress at least annually. Proposed measures are the proportion of active suppliers assessed for risk, higher-risk suppliers receiving enhanced checks, relevant staff receiving training, concerns raised and investigated, and corrective actions completed. Initial measurements will establish a baseline. We will complete the Modern Slavery Assessment Tool where required by clients, review its recommendations and maintain an improvement action plan.

## 9. Approval and review

This draft takes effect only following director approval. The approved version will be made available to staff and relevant suppliers and published on the company website for client access. It will be reviewed annually and sooner if a material concern or change in operations requires it.

Approval: Rajan Singh Kataria, Director

Signature: \_\_\_\_\_ *R Kataria* \_\_\_\_\_ Approval date: \_\_\_\_\_ 12/11/2025 \_\_\_\_\_

Next review: within 12 months of approval