



BACKSEAT EVENTS 2025 - Modern Slavery and Human Trafficking Policy

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1. Policy Statement

Backseat Events Ltd is committed to conducting its business with integrity and transparency, ensuring that modern slavery and human trafficking do not exist within our operations, supply chains, or any business dealings. We take a zero-tolerance approach to modern slavery and human trafficking, and we are dedicated to preventing and addressing any form of exploitation, coercion, or abuse that may occur.

We recognize the significant risks posed by modern slavery in various industries, including the events and entertainment sector, and are committed to taking proactive steps to identify, eliminate, and prevent any instances of modern slavery in our business and supply chain.

2. Legal Compliance

Backseat Events Ltd adheres to the requirements set out in the Modern Slavery Act 2015 (UK) and any relevant local or international legislation regarding human trafficking, forced labour, and slavery. We ensure that all employees, contractors, and suppliers comply with applicable laws and regulations related to modern slavery.

3. Commitment to Zero Tolerance

Backseat Events Ltd has a zero-tolerance policy towards modern slavery and human trafficking. This means that we will:

- Not knowingly engage with any individual or organization involved in any form of modern slavery or human trafficking.
- Take immediate action to address any suspected or actual cases of modern slavery within our operations or supply chain.
- Work to ensure that all staff, suppliers, and contractors adhere to the same high standards of ethical conduct.

4. Risk Assessment and Due Diligence

We acknowledge that there may be certain risks of modern slavery and human trafficking in our supply chains and operations, particularly in industries such as construction, labour hire, and transportation, which are often involved in event management.

To mitigate these risks, Backseat Events Ltd will:

- Conduct due diligence and risk assessments on potential and current suppliers and contractors to identify and assess risks associated with modern slavery.
- Require all suppliers and contractors to adopt anti-slavery practices that are consistent with this policy.
- Include modern slavery clauses in contracts with suppliers, ensuring they have policies in place to prevent forced labour, child labour, and human trafficking.

5. Staff Training and Awareness

Backseat Events Ltd will provide training to all employees, contractors, and relevant stakeholders to ensure they are aware of modern slavery issues, how to identify indicators of exploitation, and how to report concerns. Training will include:

- Understanding the definition of modern slavery and human trafficking.
- Recognizing the signs and indicators of modern slavery.
- Procedures for reporting concerns or suspicions of modern slavery.

This training will be provided upon induction for new employees and as part of regular updates for existing staff.

6. Reporting and Whistleblowing

Backseat Events Ltd encourages all employees, contractors, suppliers, and partners to report any concerns they may have regarding modern slavery or human trafficking within our operations or supply chains. We provide a confidential and accessible whistleblowing process for reporting any suspected cases.

Reports can be made to senior management, human resources, or an appointed whistleblowing officer, and we guarantee that no employee will suffer any retaliation for raising concerns in good faith.

7. Investigations and Corrective Actions

When a concern about modern slavery is raised, Backseat Events Ltd will take immediate action to investigate the matter thoroughly. If modern slavery or human trafficking is identified, we will take the following steps:

- Engage with the relevant authorities to ensure the protection of victims and compliance with legal obligations.
- Review and terminate relationships with any suppliers or contractors found to be involved in modern slavery or human trafficking.
- Take corrective action to prevent further occurrences, including revising policies, enhancing training, and improving supply chain oversight.

8. Supplier and Partner Expectations

Backseat Events Ltd expects all suppliers, contractors, and business partners to share our commitment to eliminating modern slavery from the supply chain. We require that they:

- Provide us with written confirmation that they are free from modern slavery and human trafficking.
- Adhere to anti-slavery policies and implement appropriate procedures to prevent modern slavery within their own operations.
- Allow us to conduct audits or assessments to verify their compliance with modern slavery laws and regulations.

9. Monitoring and Review

Backseat Events Ltd will monitor the effectiveness of this policy and its implementation on an ongoing basis. We will:

- Regularly review our supply chain and business practices to identify potential risks related to modern slavery.
- Evaluate the effectiveness of due diligence processes and corrective actions taken.
- Make necessary improvements to our systems and policies to ensure that modern slavery is prevented and addressed effectively.

The policy will be reviewed annually or whenever there is a significant change in our operations, supply chain, or relevant legislation.

10. Responsibility

The senior management team at Backseat Events Ltd has overall responsibility for ensuring the implementation of this policy. However, all employees, contractors, and partners are expected to play a role in promoting anti-slavery practices and reporting concerns related to modern slavery.

Signed,

Jake Williams – Managing Director
Backseat Events LTD
07/1/2025