



MODERN SLAVERY STATEMENT

This statement applies to all companies within The Stage Electrics Group (referred to in this statement as 'The Group').

The information included in the statement refers to the financial year 2022/23.

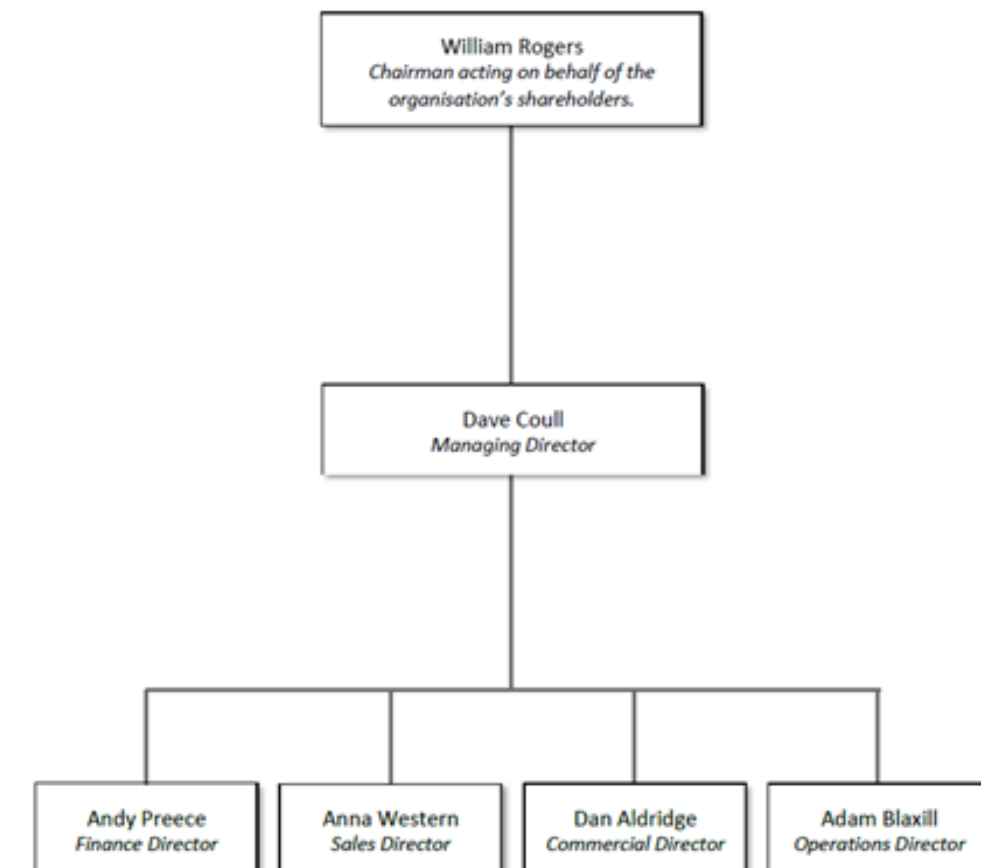
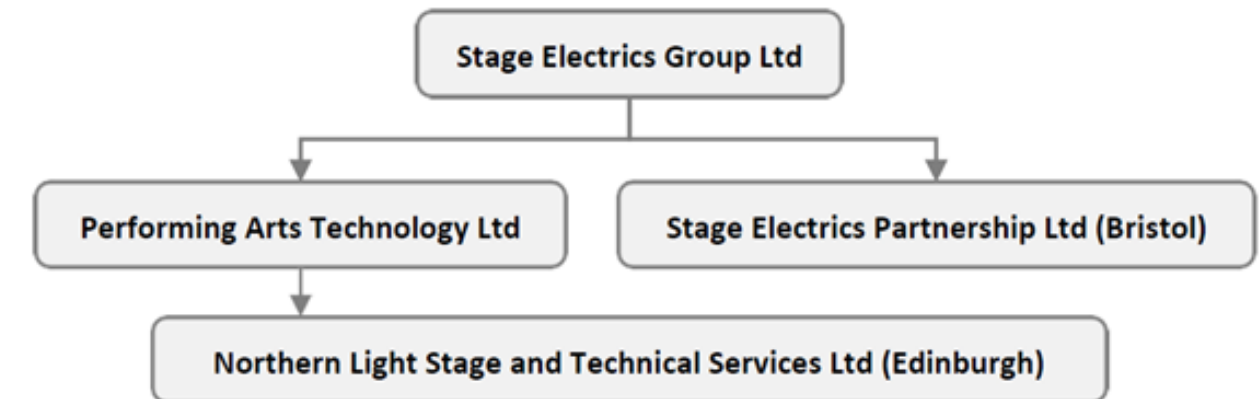
STAGE ELECTRICS GROUP

Stage Electrics and Northern Light (the Group) specialise in the sale of technical solutions and equipment to entertainment, education, and performance-based industries.

The Group offers several services, including design, installation, systems integration, project management, reselling, inspection, testing, service, and the sale of technical equipment to a wide range of customers, such as schools, universities, entertainment venues, theatres, corporate and hospitality clients, convention centres, television and film studios, and other related industries.

The organisation has two locations, an HQ in Bristol and a Scottish office in Edinburgh, with employees working in field-based roles across the UK. Sales and services are provided throughout the year primarily via telephone, email and website communication, delivery of goods is made by commercial carriers, and labour is supplied at the customer's premises for installation and servicing.

The Group's corporate structure is shown in the top right-hand image. The management structure for Stage Electrics and Northern Light is shown in the bottom right-hand image.



DEFINITIONS

The Stage Electrics Group considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- Being dehumanised, treated as a commodity, or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement



COMMITMENT

The Stage Electrics Group acknowledges its responsibilities in relation to tackling modern slavery and human trafficking and commits to complying with the provisions in the Modern Slavery Act 2015. Stage Electrics Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Stage Electrics Group does not enter into business with any other organisation in the United Kingdom or abroad which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Stage Electrics Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Stage Electrics Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

SUPPLY CHAINS

To fulfil its activities, the Stage Electrics Group's main supply chains include those related to the supply of products and the installation and servicing of technical products to the event and entertainment industry. These products are sourced from a wide range of suppliers in the United Kingdom, Europe, North America, Australia, China, and Japan. In most instances, the Group maintains direct relationships with reputable manufacturers that maintain high standards of quality and labour relations.



POTENTIAL EXPOSURE

The Stage Electrics Group considers its primary exposure to the risk of slavery and human trafficking to exist through sub-contract labour on construction sites and through far eastern supply chains in countries where protection against breaches of human rights is more limited.

In general, the Stage Electrics Group considers its exposure to slavery/human trafficking to be relatively low. Nonetheless, it has taken steps to ensure that such practices do not occur in its business or any organisation that supplies goods and services to it.

STEPS

In accordance with section 54(4) of the Modern Slavery Act 2015, and despite the relatively low risk of the Stage Electrics Group being directly involved or unknowingly indirectly exposed to modern slavery, the Group has taken the following steps to raise awareness of modern slavery and thereby reduce the risk further of modern slavery taking place:

- The Group's HR Department conducts identity checks and Right to Work assessments.
- The Senior Management team have had training on the subject(s)
- The Senior Management team have had further briefings and discussions on the subject(s) as a "Leadership Team."
- Managers and staff that employ staff and sub-contractors have undertaken online training.
- Operational "on-site teams" have received awareness training – including staff from Product Sales, Projects & Installations and Venue Services.
- Posters and signage are displayed in the Group's offices in Bristol to act as a visual reminder.
- The Group's company-wide newsletter has promoted awareness and information on the subject(s).
- Modern slavery is discussed with suppliers.
- A formal supply chain survey was undertaken to raise awareness and to gauge supplier understanding of the subject(s).

POLICIES & TRAINING



POLICIES

The Stage Electrics Group has an anti-slavery policy which further defines its stance on modern slavery.

TRAINING

The Stage Electrics Group provides the following training to staff to effectively implement its stance on modern slavery:

- Senior management team formal awareness training.
- Staff and Managers who employ temporary staff and sub-contractors undertake formal awareness training.

SLAVERY COMPLIANCE OFFICER

The Stage Electrics Group has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Stage Electrics Group's obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Name of Slavery Compliance Officer:

Adam Blaxill

Signed:



Date of Approval:

March 2023

