



Barcadia Media Modern Slavery and Human Trafficking Policy

1. Introduction

Barcadia Media is committed to eliminating modern slavery and human trafficking in all its forms. This policy outlines our commitment to prevent modern slavery and human trafficking within our business operations. We recognize the importance of this issue and understand our responsibility to foster ethical practices and ensure that our operations are free from any form of slavery or human trafficking.

2. Scope

This policy applies to all employees, contractors, suppliers, and partners associated with Barcadia Media. It is the responsibility of everyone within the organization to uphold and adhere to the guidelines set forth in this policy.

3. Organizational Structure and Business

Barcadia Media is a media company that provides marketing, communication, and event planning services. Our operations involve collaboration with various suppliers and partners, and it is essential that all parties uphold the highest standards of ethical conduct.

4. Our Commitment

Barcadia Media is committed to:

- Complying with all legislation regarding modern slavery and human trafficking, including the Modern Slavery Act 2015.
- Taking a zero-tolerance approach to slavery and human trafficking.
- Ensuring transparency in our business practices and reinforcing our commitment through this policy.

5. Risk Assessment and Due Diligence

We undertake regular risk assessments of our business operations and supply chains to identify and mitigate potential risks of modern slavery and human trafficking. Our processes include:

- Evaluating the risk levels of suppliers and partners based on geographic location, industry, and business practices.
- Conducting thorough due diligence on new suppliers and partners, including their adherence to ethical practices.
- Reviewing existing suppliers and partners regularly to ensure ongoing compliance with our standards.

6. Supplier Code of Conduct

We hold our supplier and partners to the same ethical standards as ourselves, including:

- Providing safe and healthy working conditions.
- Treating workers with dignity and respect.
- Complying with local and international laws regarding labor and employment practices.
- Prohibiting the use of forced labor, child labor, and human trafficking.

Suppliers found to be in violation of these standards may face termination of their business relationship with Barcadia Media.

7. Employment Practices

Barcadia Media adheres to fair and ethical employment practices, which include:

- Verifying the identity and right to work of all employees.
- Providing fair wages and benefits in compliance with local and national laws.
- Prohibiting any form of forced labor, child labor, or human trafficking within our organization.
- Sourcing labor through reputable employment agencies and conducting thorough checks on their practices.

8. Training and Awareness

We provide training to our employees to ensure they understand and can identify signs of modern slavery and human trafficking. This training includes:

- Understanding the Modern Slavery Act 2015 and its implications.
- Recognizing the indicators of modern slavery and human trafficking.
- Steps to take if modern slavery or human trafficking is suspected or identified.
- Reporting mechanisms and available support for victims.

9. Reporting and Escalation

We encourage employees, suppliers, and partners to report any concerns related to modern slavery or human trafficking. Reports can be made through our confidential whistleblowing mechanism without fear of retaliation.

10. Continuous Improvement

Barcadia Media is committed to continuously improving our practices to combat modern slavery and human trafficking. We will regularly review and update this policy to ensure its effectiveness and relevance.

11. Board Approval

This policy has been approved by the board of directors of Barcadia Media.

For more information or to report any concerns, please contact our Compliance Officer at compliance@barcadiamedia.co.uk.