



PROTEUS

PROTEUS MARKETING COMMUNICATIONS LTD.

Modern Slavery Policy

April 2025

**CONFIDENTIAL
INTERNAL**

INTRODUCTION

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 30 April 2025.

Proteus Marketing Communications Ltd. ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

ORGANISATIONAL STRUCTURE

Proteus Marketing Communications Ltd. has business operations in the United Kingdom.

We operate in the Marketing Communications sector. The nature of our supply chains is as follows:

- Commercial Printers
- Suppliers of Merchandise
- IT Suppliers

For more information about the Company, please visit our website: <https://www.proteus-uk.com>

POLICIES

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include the following:

Pre-Employment Screening Policy - When recruiting a new employee, we ensure we can prevent any sign of modern slavery from the outset and report such findings to the appropriate authorities.

Whistleblowing policy – which offers protection to those employees of the Company who disclose such concerns about Modern Slavery.

We make sure that all of our suppliers are aware of our policies and adhere to the same standards.

DUE DILIGENCE

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.
- External supplier audits.

Our due diligence procedures aim to:

- Identify and act upon potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

RISK AND COMPLIANCE

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We do not consider that we operate in a high-risk environment because the majority of our supply chain is based in the UK and in low-risk industries, such as internet software, marketing and digital services.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

EFFECTIVENESS

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will contact suppliers to enquire about their modern slavery practices every 12 months.
- We will train our staff about modern slavery issues and increase awareness within the Company.
- We will carry out a regular audit of our suppliers each year.

TRAINING STAFF

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the Company.
- What external help is available.
- What steps the Company should take if suppliers in its supply chain do not implement anti-slavery policies in high-risk scenarios, including their removal from the Company's supply chain.

The above statement was approved by the board of directors.

Approved by:

Keith Cottrell

Managing Director

Proteus Marketing Communications Ltd.

| | |
|----------------------|---|
| Related Information: | https://www.gov.uk/government/collections/modern-slavery |
| Version Number | 2.0 |
| Effective Date: | April 2025 |