



STAGE ELECTRICS GROUP MODERN SLAVERY STATEMENT

STAGE ELECTRICS GROUP

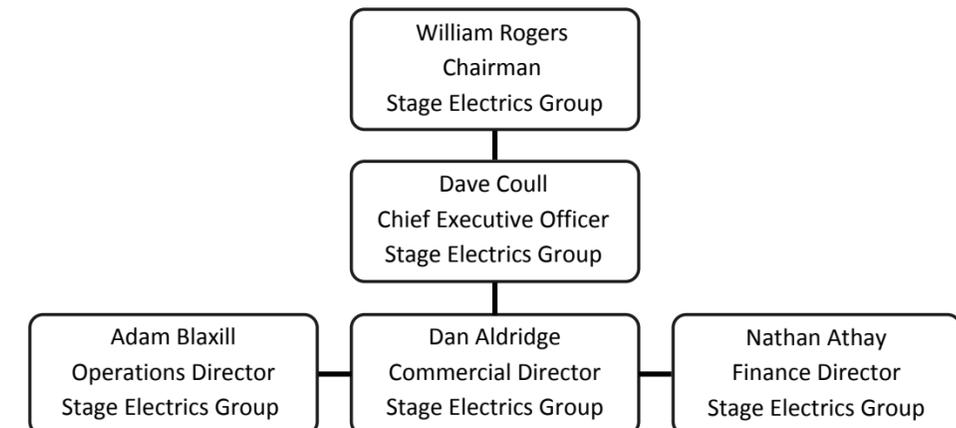
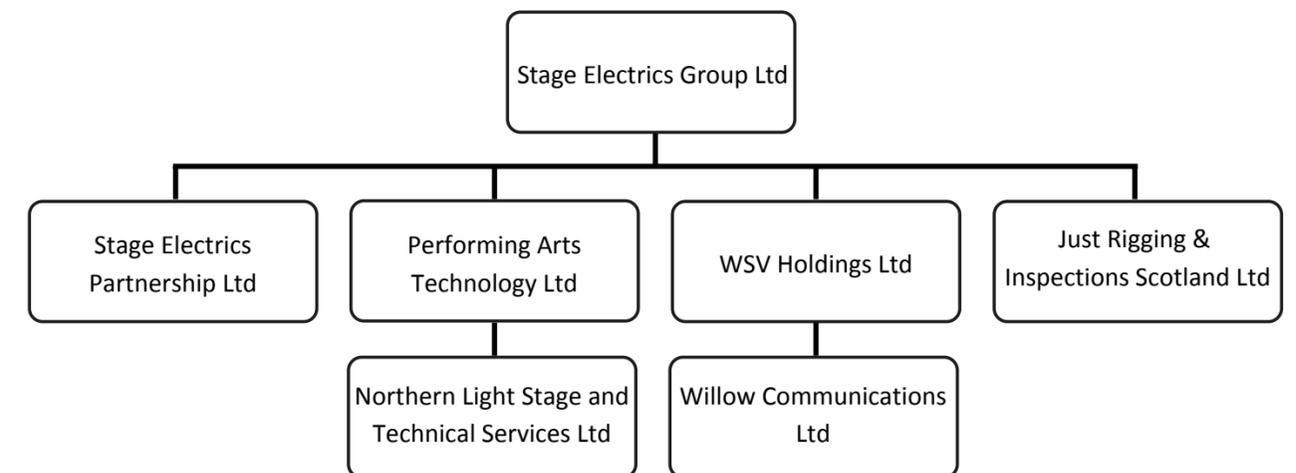
Across sectors including hospitality, holiday parks, land-based gaming, sport, entertainment, education, corporate, and cultural, Stage Electrics Group companies deliver a comprehensive range of technical solutions. These products and services range from, but are not limited to, equipment supply and system design, integration and installation to the inspection and testing of electrical and mechanical equipment and infrastructure.

The organisation is headquartered in Bristol, with its operational footprint extending to Northampton, Glasgow and Edinburgh, and complemented by employees working in field-based roles across the UK.

All concerns or violations relating to modern slavery and human trafficking will be reported to Managers or raised through our whistleblowing procedure within 72 hours of discovery.

Stage Electrics Group is committed to investigating all concerns of Modern Slavery and taking appropriate actions. The responsibilities and the standards we uphold are detailed in our Anti-Slavery policy.

The Group's corporate structure and management hierarchy are shown below.



DEFINITIONS

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

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 regarding its labour force and its supply chains.

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 Stage Electrics Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Stage Electrics Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Stage Electrics Group monitors the following key performance indicators relating to modern slavery:

Reported Incidents: incidents of modern slavery identified in the last 12 months: **0**

Percentage of high-risk suppliers audited for modern slavery: **61% of our highest-risk suppliers have been audited for modern slavery.**

Percentage of relevant staff who have completed modern slavery awareness training: **100%**

SUPPLY CHAINS

To fulfil its activities, Stage Electrics Group's main supply chains include those for the supply of products and the installation and servicing of technical products to the event, entertainment, education, and hospitality industries. 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

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, 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 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)
- Managers and staff who 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 monthly 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

Stage Electrics Group has an anti-slavery policy which 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

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 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:

January 2026

