

FIRST EVENT MODERN SLAVERY POLICY

First Event recognises that modern slavery is an unquestionable and indefensible violation of an individual's basic human rights. First Event recognises that we have a moral and social responsibility to implement a zero tolerance policy to modern slavery in all its forms. We are committed to preventing slavery and trafficking in our corporate activities and ensuring, as much as we can, that our supply chains are free from slavery and human trafficking.

PRESENT ACTIVITY

Due diligence is undertaken when considering taking on new suppliers and we are reviewing our existing suppliers using the following means:

- Understanding our supply chain to identify and assess products or geographical risks of modern slavery and human trafficking
- Evaluating modern slavery and human trafficking risks using our Quality, Environmental, Health and Safety Questionnaires
- Conducting supplier audits
- Terminating relationships with suppliers that fail to improve their performance in line with action plans

We use the following policies to assist with the identification of modern slavery risks and to prevent slavery and human trafficking in our operations:

Whistleblowing Policy – all employees are encouraged to report any concerns relating to unlawful conduct, malpractice, dangers to the public or environment and any other serious matter.

Quality, Environmental and Health and Safety Questionnaires – we are committed to ensuring our suppliers adhere to the highest standards of ethics. Suppliers are required to declare they provide safe working conditions, treat workers with dignity and respect and act ethically and within the law in their use of labour. Serious violations of the policies will lead to an end of the business relationship.

Ethics Policy – sets out the core values that we expect to be followed throughout the company.

Management Approval:

This statement has been approved by the Managing Director of First Event who will review and update annually.

This statement is made pursuant of section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st March 2020.

Richard Murphy

Group Managing Director