



Modern Slavery Statement

Policy Statement

Influencer is committed to conducting its business ethically, transparently, and in full compliance with applicable laws and regulations, including the UK Modern Slavery Act 2015. We have zero tolerance for any form of modern slavery, forced labour, child labour, human trafficking, or servitude in our operations or supply chains.

We are committed to preventing, detecting, and addressing any instances of modern slavery across our global business activities. This policy outlines our approach, expectations, and responsibilities for all individuals working for or on behalf of Influencer.

Scope

This policy applies to;

- All employees and Directors
- Contractors, Freelancers and Creators
- Suppliers, vendors, partners, and any third-party organisations providing goods or services to Influencer
- Any subsidiaries, affiliates, or joint ventures under the Influencer Group umbrella

Definition

Modern Slavery: Includes slavery, servitude, forced or compulsory labour, debt bondage, child labour, and human trafficking.

Supply Chain: Any external organisation providing goods, services, software, or consultancy to Influencer.

Our Commitments

Influencer commits to:

- Prohibiting all forms of modern slavery within our business and supply chain.
- Conducting appropriate due diligence on suppliers and partners.
- Ensuring transparent, fair, and ethical recruitment practices.
- Providing training to relevant employees to identify, prevent, and address modern slavery risks.
- Encouraging open communication and safe reporting of any concerns.
- Investigating and responding promptly to any reported concerns or allegations.

Employee Responsibilities

All employees are expected to:

- Familiarise themselves with this policy and complete assigned training.
- Remain vigilant and report any concerns, suspicions, or incidents related to modern slavery.
- Support the company's ethical standards when engaging with third parties.
- Cooperate fully with any investigations related to potential breaches of this policy.

Supplier & Partner Expectations

We expect all suppliers, partners, and third parties to:

- Comply with all applicable laws relating to modern slavery.
- Operate transparent recruitment and employment practices.
- Avoid the use of forced, bonded, or child labour.
- Allow open dialogue with workers regarding employment conditions.
- Permit audits or assessments if requested by Influencer.

Failure to meet these standards may result in corrective action, termination of contracts, or disengagement.

Due Diligence & Risk Assessment

Influencer conducts due diligence and risk assessments as part of its:

- Supplier onboarding processes
- Ongoing supplier management and contract renewals
- Regional or sector-based risk reviews
- Expansion into new geographies or service categories

Reporting Concerns

Any employee, contractor, or supplier may raise concerns about potential modern slavery issues via:

- Line Manager
- People Team

All reports will be treated seriously, investigated promptly, and handled confidentially where possible.

Training & Awareness

Influencer provides training to:

- All new hires (as part of onboarding)
- Relevant managers

- Leadership teams overseeing supplier relationships

Training includes:

- Identifying signs of modern slavery
- Understanding legal framework and company expectations
- Reporting obligations

Monitoring & Review

We monitor compliance through;

- Completion rates of training modules
- Supplier due diligence tracking
- Reports and investigations data

Breach of this Policy

Any breach of this policy may result in;

- Disciplinary action for employees (up to and including termination)
- Termination of supplier or partner contracts
- Reporting to regulatory authorities where required.