

Modern Slavery Statement

This statement sets out the steps taken by Assembly Global (“Assembly”) to improve our practices to combat the risk of modern slavery and human trafficking in our operations and supply chains.

It continues to be a priority for Assembly to trade ethically, source responsibly, and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chains.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms such as slavery, servitude, child labor, forced and compulsory labor, and human trafficking, all of which have in common the deprivation of a person’s liberty by another to exploit them for personal or commercial gain.

Assembly has prepared this statement about the key steps we have taken during this financial year to combat modern slavery in our business and supply chain.

ORGANISATIONAL STRUCTURE

Assembly is a leading global omnichannel media agency with over 2300 specialists across 35 global locations and the ability to merge data, talent, and technology to catalyze growth for the world’s most esteemed brands.

Assembly is part of the Stagwell Network, combining capabilities across North America, Europe, MENA, India, and APAC, unified in a global vision to build more connected omni-experiences that make brands perform.

OUR BUSINESS

Assembly is operationally organised into four regions - Europe, North America, APAC and MENA - plus our Global Delivery and Digital Commerce specialist groups.

OUR SUPPLY CHAINS

Assembly does not have complicated supply chains or suppliers with numerous subcontractors. Our suppliers provide us with products and services that include:

- Media suppliers and partners
- Advertising and marketing services
- Facilities management and office suppliers
- Travel services
- IT and telecommunications services and equipment providers
- Professional services
- Human resources services
- Catering services

OUR POLICIES AND PROCEDURES

Assembly has a zero-tolerance approach to modern slavery.

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We continuously review and update all our policies.

We are committed to working within applicable laws, and as the Modern Slavery Act 2015 is an integral part of the UK's legal framework, its requirements are reflected in our global policies.

The following sets out the policies, practices, and controls are present within Assembly to underpin our commitment to the UK's Modern Slavery Act 2015 and to ensure slavery and human trafficking is not taking place in our operations and/or our supply chains:

a. Supplier Code of Conduct

We align with Stagwell's Supplier Code of Conduct which states that we have a zero-tolerance of slavery and human trafficking. We are committed to reviewing our supply chain management processes to ensure all those in our supply chain comply with our Code of Conduct.

b. Employee Code of Conduct:

All our employees are expected to adhere to Stagwell's Employee Code of Conduct, which makes clear to employees the actions and behaviour expected of them when representing the business.

c. Whistleblowing policy:

As outlined in the Supplier Code of Conduct and Stagwell's Code of Conduct, we encourage all workers, suppliers and other business partners to report any [legal and/or ethical] concerns.

Our whistleblowing procedure is designed to make it easy for our workers, suppliers and other business partners to make anonymous disclosures, without fear of retaliation. They can do this through our third-party hotline provider, EthicsPoint.

OUR EFFECTIVENESS IN COMBATTING MODERN SLAVERY

Following desk-based research of Assembly's direct operations, some of our offices are in countries and/or regions with a medium risk of modern slavery (see Walk Free's Global Slavery Index).

However, given the nature of our work and the fact that many of our direct employees are skilled professionals within the advertising sector, we consider that the risk to them of being victims of modern slavery is low. We will be prioritising an assessment of the risk in our supply chains for these offices.

The effectiveness of our policies and practices to prevent modern slavery and human trafficking from taking place in our business and supply chain is subject to the following key performance indicators (KPIs):

- The percentage of employees globally who complete training on Navex.
- The percentage of suppliers who have committed to adhere to our Supplier Code of Conduct.
- The number of verified concerns received that modern slavery and human trafficking practices have been identified within Assembly's business or supply chains.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business [and our supply chains], we provide relevant training. Every year, our employees complete mandatory training on Stagwell's Code of Conduct, as well as Global Anti-Bribery and Corruption and Workplace Harassment policies. This training includes training on:

- Discrimination
- Human trafficking and modern slavery
- Workplace violence
- Abusive conduct and workplace harassment

NEXT STEPS

Assembly continues to review and monitor the risk of modern slavery, and – where necessary – enhance systems, policies and procedures. In addition, we will further engage our suppliers and improve training and communication on how to identify and report modern slavery and human trafficking in our business and our supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 2025.

It was approved by the board on March 24, 2025

Rick Acampora 

FOR AND ON BEHALF OF ASSEMBLY GLOBAL

Date: March 24, 2025