



April 2026

Ammonite - Modern Slavery Statement

Organisation

This statement applies to Ammonite Studios Ltd (referred to in this statement as “the company”). The information included in the statement refers to the financial year September 2025 - September 2026.

Definitions

The company 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 restrictions placed on freedom of movement.

Commitment

The company acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The company understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation 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 the company in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK and in many cases exceeds those minimums in relation to its employees.

Organisational structure

The Ammonite office and warehouse reside within the UK, alongside all current PAYE employees. However the projects we create or are hired for are accepted from anywhere globally. Therefore all work carried out by any Ammonite team member or for Ammonite as a freelancer or contractor must comply with the Modern Slavery Act 2015.

Supply chain structure



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In order to fulfil its activities, the main supply chains of the company include those related to lighting and event design.

Our supply chain should be analysed and considered when tendering any new project, to ensure that those with a few degrees of separation (for example, an engineer or supplier who creates materials which are then purchased by our freelancer to be used by us on a project) are being treated fairly and are acting voluntarily when executing their work, the same as would be expected for any employee or freelancer employed.

Organisational policies

The company has an Anti-Slavery Policy which further defines its stance on modern slavery. The company is a certified B Corporation (as of April 2026) which requires a proven high standard of care and ethics within the workforce and supply chain.

Assessing and managing risk

The company considers its main exposure to the risk of slavery and human trafficking to exist in the development of lighting goods and material development for projects, as these can be purchased through third parties.

In general, the company considers its exposure to slavery/human trafficking to be relatively limited as they assess the ethical risk factors when using new suppliers. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Due diligence in relation to modern slavery

The company carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

This is actioned through thorough onboarding for new starters, ensuring they understand company policy and stance on modern slavery from their first day. This is also actioned through ethical risk assessment and researching new customers or suppliers before entering into any agreement.

Training

The company provides induction training to staff to effectively implement its stance on modern slavery. The company also budgets for non-role specific training requests, therefore staff can request specific training in this field if they desire to achieve a greater understanding of slavery prevention and workers rights.



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Monitoring and evaluation

The company has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the company or its supply chains.

Steps

The company has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the company has taken the following steps to ensure that modern slavery is not taking place:

- measures in place to identify and assess the potential risks in its supply chains
- undertaking impact assessments of its services upon potential instances of slavery
- creating action plans to address risk to modern slavery
- any actions taken to embed a zero-tolerance policy towards modern slavery
- training provided upon request to staff on modern slavery.

Modern slavery compliance officer

The company has a modern slavery compliance officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of s.54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: Wednesday 8th April 2026

Signed: 

Print name: Rob Casey

Job Title: Founder & Director

Date: Wednesday 8th April