

Byrom plc Slavery and Human Trafficking Statement 2018

Introduction:

This statement is made under section 54 of The Modern Slavery Act 2015 and outlines the steps taken by Byrom plc (and its group companies) to prevent Modern Slavery within the organisation and ensure it does not take place in our business and its supply chains.

Established in 1991, Byrom plc and its affiliated group of companies have evolved to acquire unparalleled experience in the management of major sporting events. Proficiency in ticketing, hospitality the provision of accommodation services, transportation and logistical services and the licencing and development of bespoke IT systems and solutions, these are the key features of Byrom plc's expertise over the last 30 years.

We have taken a number of steps to combat modern slavery and human trafficking and will continue to take additional steps to combat slavery and human trafficking within our organisation. We are working to mitigate these risks as far as possible by putting processes in place to demonstrate our commitment to ethical business.

Our policies on slavery and human trafficking:

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We do not tolerate child labour, threats, coercion, abuse, violence or intimidation among our employees or in our supply chain.

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains.

Due diligence processes for slavery and human trafficking:

Byrom plc will evaluate the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain.

As part of our initiative to identify and mitigate risk, we seek to carry out appropriate levels of due diligence on our contractors (as we deem necessary and appropriate under the circumstances). We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.

Supplier adherence to our values:

We have zero tolerance to slavery and human trafficking. We seek to ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. This consists of seeking to incorporate provisions in (i) our new contractual arrangements with our contractors, and (ii) those contractual arrangements with our

contractors coming up for renewal, requiring that they comply with any applicable Anti-slavery legislation.

We do not tolerate slavery and human trafficking within our supply chains. If we were to find evidence of an actual failure to comply with any Anti-slavery legislation, we would immediately seek to terminate our relationship with the relevant contractor (where possible).

Training:

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to provide training in 2019 to all our staff.

Further steps:

Going forward we intend to continue to enhance our contractor due diligence process. We recognise that due to the large number of supplier relationships, throughout our business, a risk-based approach is appropriate in seeking to ensure that there is no slavery or human trafficking in our business or supply chain.

We will assess any instances of non-compliance on a case-by-case basis and tailor any remedial action appropriately.

Board approval:

This statement has been approved by the Byrom plc board, who will review and update it annually.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 2018.



Jaime Byrom
Director
Byrom plc

Date: 06 December 2018