



## **United International Pictures Modern Slavery Statement**

This statement has been published in accordance with the UK Modern Slavery Act (2015). It sets out the steps taken by United International Pictures (UIP) to prevent modern slavery and human trafficking in its business.

### **RISK OF SLAVERY AND HUMAN TRAFFICKING**

In keeping with UIP's core values and Code of Conduct we are committed to acting with integrity in all of our business dealings and we strive to do business only with those who share our commitment to ethical and lawful business behaviour. UIP has a zero tolerance approach to Modern Slavery of any kind within its operations worldwide.

### **OUR ACTIONS**

All UIP staff must personally commit to comply with the Code of Conduct and periodically certify that they have read, understood and complied with the Code of Conduct. UIP also requires its intermediaries and suppliers to comply with its Code of Conduct and the laws of the countries in which it operates, including laws that require them to treat workers fairly, provide a safe and healthy work environment and protect environmental quality. UIP only contracts with suppliers and intermediaries that comply with applicable laws and standards governing labour, health and safety.

UIP's Code of Conduct outlines the minimum requirements expected from its suppliers and intermediaries on modern slavery and a wider range of good work practices. Under its provisions, unacceptable supplier practices include: (i) employing workers younger than the required minimum age or the age of 16, whichever is higher; (ii) using forced, prison or indentured labour, or workers subject to any form of compulsion or coercion; (iii) failure to observe applicable environmental laws and regulations; (iv) failure to observe applicable laws and regulations governing wage and hours, days of service and overtime payments; (v) failure to provide workers with a workplace that meets applicable health and safety standards; and (vi) failure to maintain and enforce policies requiring adherence to lawful business practices, including a prohibition against bribery.

Our compliance, audit, legal and business operations teams ensure that due diligence is carried out on (and contractual commitments are obtained from) our licensees, intermediaries and suppliers in addition to regular monitoring and remedial actions (including, where appropriate, termination of a contract).

UIP staff and third party licensees have access to a confidential whistleblowing process for raising concerns in each territory in which UIP operates.

### **TRAINING**

Modern Slavery awareness will be part of the online and in-person training to be rolled out to all our staff globally. In addition, we run bespoke Modern Slavery training to third party licensees where appropriate.

This Statement has been approved by the Board of Directors of UIP.

A handwritten signature in black ink that reads 'Eileen Por'. Below the signature is a horizontal dotted line.

**Eileen Por**  
Chief Operating Officer,  
United International Pictures