

# Modern Slavery Policy

## 1. Introduction

White Carrot Media Ltd is committed to ensuring that its business dealings are carried out in compliance with the relevant laws and, in doing so, we endorse the implementation and promotion of ethical business practices to protect workers from being abused and exploited.

White Carrot Media Ltd is committed to preventing slavery and human trafficking in its activities and to ensuring that its supply chains are free from slavery and human trafficking.

## 2. Organisation Structure

This statement covers the activities all the staff working for White Carrot Media Ltd, irrespective of terms of their employment.

## 3. Relevant Policies

White Carrot Media Ltd operates a number of policies that mitigate the risk of modern slavery and set out steps to be taken to prevent slavery and human trafficking in its operations.

### 4.1 Whistle-blowing

White Carrot Media Ltd encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistle-blowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can use our confidential helpline.

### 4.2 Supplier Chain Management

Whilst White Carrot Media Ltd does not have a huge suppliers chain, nor does not have a supply chain that is reliant on factories or other entities that would normally be associated with slavery or forced labour.

As a general rule, contractors and suppliers used by the company are therefore not likely to be susceptible to this risk. However, we are mindful that others may not always uphold standards to the same level as White Carrot

Media, consequently, employees responsible for managing suppliers and others involved with the company are, themselves, responsible for ensuring that our values and ideals are upheld. This continues to be a work in progress and we are strengthening our controls as new contracts are agreed. For example, serious violations by suppliers will lead to the termination of the business relationship.

#### 4.3 Recruitment and Selection

White Carrot Media Ltd takes every step to ensure appropriate controls are in place to ensure employees have the right to work and are therefore protected by employment legislation. This includes checking right-to-work documents, visas and passports

White Carrot Media Ltd do not employ individuals that would be considered to be 'child workers'. Young and inexperienced workers may be employed or given work experience, but they are subject to the rights and protections that we afford all workers.

Basic rights which we expect all workers to enjoy, include:

- The right to a reasonable wage
- The right to a safe working environment
- The right to an appropriate level of holiday and cover for period of sickness
- The freedom to complain directly via our whistle-blowing policy free of charge, if they believe that they are not being fairly treated or have any other concerns.

#### 4.4 Corporate social responsibility policy/charitable foundation

Over the past few years, White Carrot Media's charitable activities have supported organisations that strengthen the communities in which we live and work, both in the UK and Internationally. We do not support any organisation or charity that does not comply with the above rights for workers.

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