

## **Jigsaw Conferences Ltd – Slavery & Human Trafficking Statement**

### **Introduction**

Jigsaw Conferences Ltd – International Venues (hereafter referred to as 'Jigsaw') is committed to maintain the highest ethical standards within its business and supply chain. This statement sets out Jigsaw's actions to understand all potential modern slavery risks related to its business and ensure that there is no slavery or human trafficking in its supply chain. This statement relates to the financial year ending on the 30th June 2024.

### **Organisational Structure and Supply Chains**

Jigsaw is one of the world's leading venue-finding agencies for sourcing venues in UK, Europe or Worldwide for a wide variety of meetings, conferences, events & exhibitions as well as short- or long-term accommodation and associated services.

Our supply chains include providers of services and products on a global scale, with the majority of our business taking place within the United Kingdom. As and when we work in other countries we take steps to ensure that slavery and human trafficking is not taking place within our international operations and supply chains.

### **Supply Chain**

Jigsaw opposes all forms of slavery & human trafficking and recognises our responsibility to manage our business and supply chains to identify and alleviate any potential or actual human rights violations, including modern slavery. We are committed to working with our suppliers to address potential areas of risk and to work together to mitigate any areas of concern.

The following is the minimum standards we expect from our suppliers:

- Support and respect the protection of internationally recognised human rights.
- Comply with all universally proclaimed human rights and adhere to them as required.
- Treat all employees with dignity and respect and not use any threats of violence, sexual exploitation, abuse or verbal or psychological harassment.
- Ensure that the workplace of all employees does not endanger the physical integrity or health of employees.

### **Internal Policy**

The Company acknowledges that modern day slavery still exists and therefore has responsibilities as an employer to ensure modern slavery or human trafficking practices do not exist in our working practices.

The Company operates a policy to identify and mitigate risk in the following ways (but not limited to):

- Alerting & providing ongoing training to all staff to potential risks in our business and in our wider supply chain, which in doing so we hope will avoid such practices taking place.
- Continually auditing and reviewing our working practices.
- As an accredited Living Wage Employer all employees are paid at least the national living wage.
- Ensuring all employees have the right to working in the UK.
- By encouraging the reporting of any concerns and protecting whistle blowers.

This statement has been approved by the Jigsaw directors, who will review and update it annually.

A handwritten signature in black ink, appearing to read 'MKaur', written in a cursive style.

Mandy Kaur  
Managing Director  
Jigsaw Conferences Ltd