

Purpose

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by The LED Studio Ltd and its global operations to prevent modern slavery and human trafficking within our business and supply chains. Modern slavery includes slavery, servitude, forced or compulsory labour and human trafficking. LED Studio maintains a zero-tolerance approach to all forms of modern slavery and is committed to conducting business ethically and with integrity across all jurisdictions in which it operates.

This statement applies to the financial year ending 2024 and will be reviewed annually.

Our Business and Structure

LED Studio is a global LED display technology business specialising in the supply, installation, commissioning and maintenance of fixed LED display systems.

We operate through a network of regional entities and work with our manufacturing partner, VOD Visual, component suppliers, logistics providers and installation contractors. Our supply chain spans multiple jurisdictions and includes original equipment manufacturers and electronics suppliers.

Our Commitment

We are committed to:

- Operating with transparency and integrity
- Preventing exploitation within our direct workforce
- Reducing risk within our supply chain
- Complying with applicable employment and human rights legislation
- Promoting ethical labour practices

We expect the same high standards from our suppliers and partners.

Policies and Governance

The following policies support our approach to preventing modern slavery:

- Code of Conduct
- Recruitment and Selection Policy
- Equality and Diversity Policy
- Corporate Social Responsibility Policy
- Health and Safety Policy
- Disciplinary and Grievance Procedures

These policies are reviewed periodically and are made available to employees. Suppliers are expected to operate in a manner consistent with these principles.

Risk Assessment

Given the nature of the LED display industry, potential risk areas may include:

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- Overseas manufacturing environments
- Component sourcing within global electronics supply chains
- Use of subcontracted installation labour
- Logistics and freight services

LED Studio assesses risk proportionately based on geography, supplier profile and nature of services provided. Higher risk suppliers may be subject to additional review and engagement.

Due Diligence and Supplier Expectations

We seek to work with reputable manufacturing and supply partners that operate in accordance with recognised international labour standards.

Our approach may include:

- Reviewing supplier credentials and corporate information
- Incorporating ethical conduct expectations within commercial agreements
- Requiring suppliers to comply with applicable labour and employment legislation
- Maintaining the right to terminate relationships where serious ethical breaches are identified

We expect suppliers to ensure that:

- Employment is freely chosen
- Working conditions are safe
- Child labour is not used
- Wages meet applicable legal standards
- Workers are not subjected to coercion or inhumane treatment

Our Employees

LED Studio operates fair recruitment processes and complies with applicable employment laws in all jurisdictions in which we operate.

We ensure:

- Right to work verification
- Transparent employment contracts
- Lawful payment practices
- Clear grievance procedures

Employees are encouraged to raise concerns through established reporting channels. Concerns are treated seriously and investigated appropriately.

Training and Awareness

We promote awareness of modern slavery risks through:

- Induction processes
- Ongoing internal communication

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- Management oversight

This ensures employees understand potential risk indicators and know how to escalate concerns.

Reporting and Whistleblowing

Employees, contractors and third parties are encouraged to report any concerns regarding suspected unethical practices. Reports can be raised through line management or senior leadership.

We do not tolerate retaliation against individuals who raise concerns in good faith.

Monitoring and Continuous Improvement

LED Studio recognises that preventing modern slavery is an ongoing responsibility.

We will:

- Review our policies periodically
- Monitor supply chain risk exposure
- Update procedures where appropriate
- Maintain board level oversight of this statement

This statement has been approved by the Board of Directors and signed on its behalf.

Should you require any additional information or clarification, please do not hesitate to contact us directly.

Yours faithfully,

Peter Dosanjh

Chief Operating Officer

The LED Studio Ltd

peter.dosanjh@theledstudio.com

020 3832 9500