

This document outlines the compliance standards and ethical commitments maintained by Sounds Commercial LTD in relation to UK legislation, employment practices, and responsible business operations.

## **Modern Slavery Act 2015**

Sounds Commercial LTD fully supports and complies with the requirements of the Modern Slavery Act 2015. We are committed to preventing slavery, servitude, forced labour, and human trafficking within our business operations and supply chain. We expect the same high standards from all suppliers, contractors, and business partners.

## **Bribery Act 2010**

Sounds Commercial LTD complies with the Bribery Act 2010 and operates a zero-tolerance approach to bribery and corruption. All employees, contractors, and representatives are expected to conduct business ethically, transparently, and professionally at all times.

## **Equality Act 2010**

Sounds Commercial LTD is committed to equality, diversity, and inclusion in accordance with the Equality Act 2010. We provide equal opportunities regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

## **Real Living Wage**

Sounds Commercial LTD is committed to fair and responsible employment practices. Where applicable, we aim to ensure employees and regular contractors are paid fairly in line with industry standards and the principles of the Real Living Wage.

## **Health & Safety**

Health and safety is a core priority within all Sounds Commercial LTD operations. We maintain appropriate risk assessments, safe working practices, and staff training to ensure compliance with current UK health and safety legislation.

## **Environmental Responsibility**

Sounds Commercial LTD recognises the importance of sustainable working practices and aims to minimise environmental impact wherever practical through responsible resource management, recycling, and efficient operational planning.

For any further compliance information or supporting documentation, please contact Sounds Commercial LTD directly.