

Our Commitment

Sounds Commercial Ltd is committed to conducting business ethically, responsibly and with integrity. We have a zero-tolerance approach to all forms of modern slavery, human trafficking, forced labour, bonded labour and child labour. We are committed to ensuring that modern slavery and human trafficking have no place within our business operations or our supply chain. We expect the same high standards from all of our suppliers, contractors and business partners.

Our Business

Sounds Commercial Ltd provides professional audiovisual, conference and event production services throughout the United Kingdom. We recognise our responsibility to operate in a manner that respects human rights and promotes fair working practices.

Our Principles

We are committed to:

- Complying with all applicable legislation, including the UK Modern Slavery Act 2015.
- Treating all employees fairly and with dignity and respect.
- Providing a safe, inclusive and supportive working environment.
- Ensuring employment is freely chosen and that no employee is subject to forced, compulsory or trafficked labour.
- Never knowingly engaging with organisations involved in modern slavery or human trafficking.

Supply Chain

We seek to work with suppliers who share our commitment to ethical business practices and respect for human rights.

Where appropriate, suppliers may be asked to confirm that they:

- Comply with applicable employment and human rights legislation.
- Prohibit forced labour, child labour and human trafficking.
- Maintain fair and lawful employment practices.
- Operate appropriate policies and procedures to identify and mitigate the risk of modern slavery within their own organisations and supply chains.

Should we become aware of any supplier failing to meet these standards, we will investigate the matter and take appropriate action, which may include terminating the business relationship.

Employees

All employees are expected to uphold this policy and report any concerns regarding suspected modern slavery, forced labour or human trafficking. Any concerns raised will be treated seriously and investigated appropriately.

Responsibility

The Directors of Sounds Commercial Ltd have overall responsibility for implementing this policy and reviewing it periodically to ensure it remains effective and reflects current legislation and best practice.

Review

This policy will be reviewed annually or sooner if legislation or business operations change.

Approved by: The Directors, Sounds Commercial Ltd

Review Date: January 2027