

**PERFORM GROUP LIMITED**  
**ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT**  
**FINANCIAL YEAR ENDING 31 DECEMBER 2018**

**1. CHIEF EXECUTIVE'S STATEMENT**

Perform Group Limited is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and imposes the same high standards on its suppliers.

**2. ORGANISATION'S STRUCTURE**

Perform Group Limited is the English holding company of companies (our "Group") which commercialise multimedia sports content across multiple digital and broadcast platforms within our content, OTT and media businesses. The Group has over 2,500 employees across 30 countries.

**3. OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our anti-slavery and human trafficking policy (appended) reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

**4. DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our efforts to identify and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted procedures to identify any modern slavery risk associated with our suppliers.

Our procedures are designed to:

- identify and assess potential risk areas in our business and supply chains;
- reduce the risk of slavery and human trafficking occurring in our business and supply chains;
- monitor potential risk areas in our business and supply chains; and
- protect whistle blowers.

We do not consider we operate in high risk sectors or locations but the Group will regularly evaluate the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain by undertaking risk assessments in relation to and on-going monitoring of its suppliers, both new and existing. If a potential risk is identified we will undertake appropriate due diligence with our suppliers or proposed suppliers to enable us to assess the situation.

We expect all of our suppliers to adhere to our anti-slavery policy and will not tolerate slavery and human trafficking within our supply chains. For example, if we find evidence of slavery and human trafficking within our supply chains we would immediately seek to terminate our relationship with the relevant supplier.

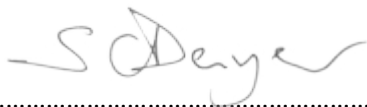
## 5. FURTHER STEPS

Following the end of each financial year, we will review our actions to prevent slavery or human trafficking from occurring in our business or supply chains and identify any further steps we believe we need to take to tackle slavery and human trafficking in relation to our business. We intend to invest in educating our staff and our training will help them to recognise the risks of modern slavery and human trafficking in our business and supply chains. We want our employees to be able to identify and report any potential breaches of our policies.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Perform Group Limited's slavery and human trafficking statement for the financial year ending 31 December 2018.

This statement sets out the steps taken by those of our Group companies which fall within the scope of section 54(2) of the Modern Slavery Act 2015:

- Perform Group Limited;
- Perform Investment Limited;
- Perform Media Services Ltd;
- Perform Media Channels Ltd; and
- Perform Media Sales Ltd.



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Simon Denyer  
**Chief Executive Officer**  
Perform Group Limited

Date: 15 April 2019

## **APPENDIX**

### **PERFORM'S ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY**

#### **1. POLICY STATEMENT**

- 1.1 Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.
- 1.2 We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.
- 1.3 This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.
- 1.4 This policy does not form part of any employee's contract of employment and we may amend it at any time.

#### **2. RESPONSIBILITY FOR THE POLICY**

- 2.1 The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- 2.2 Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

#### **3. COMPLIANCE WITH THE POLICY**

- 3.1 You must ensure that you read, understand and comply with this policy.
- 3.2 The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

- 3.3 You must notify your manager as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future.
- 3.4 You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.
- 3.5 If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your manager as soon as possible.
- 3.6 If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager.
- 3.7 We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the compliance manager immediately.

#### **4. COMMUNICATION AND AWARENESS OF THIS POLICY**

- 4.1 Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

#### **5. BREACHES OF THIS POLICY**

- 5.1 Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- 5.2 We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.