

SGM Music Group Limited - Modern Slavery Policy 2024

1. Policy Statement

SGM Music Group Limited is committed to preventing modern slavery and human trafficking within our operations and supply chain. We uphold the principles of the Modern Slavery Act 2015 and strive to ensure transparency in all areas of our business, including consultancy services, education events, and masterclasses.

2. Purpose

The purpose of this policy is to:

- Reinforce our commitment to ethical business practices.
- Outline our approach to identifying, preventing, and addressing modern slavery and human trafficking risks within our business and supply chain.

3. Scope

This policy applies to:

- All employees, contractors, suppliers, and partners working with SGM Music Group Limited.
- All activities, including consultancy services, events, and educational programs.

4. Modern Slavery Principles

SGM Music Group Limited is committed to:

- Conducting business with integrity and ensuring fair treatment of all individuals involved in our operations.
- Taking steps to identify, assess, and mitigate risks of modern slavery and human trafficking in our supply chain.
- Acting transparently and responsibly in all interactions with staff, contractors, suppliers, and partners.

5. Roles and Responsibilities

- **Modern Slavery Lead:** Scott Garrett will act as the designated lead responsible for overseeing the implementation of this policy and for managing any reports or concerns related to modern slavery.
- **Management:** Management will support the implementation of this policy, ensure due diligence in hiring and procurement, and maintain an open communication channel regarding ethical practices.
- **All Staff, Contractors, and Partners:** All team members must be aware of this policy, remain vigilant to potential risks, and report any concerns regarding modern slavery or unethical practices.

6. Due Diligence in Supply Chain

SGM Music Group Limited is committed to assessing our supply chain to ensure compliance with modern slavery standards. Our due diligence includes:

- Conduct regular risk assessments of suppliers and contractors to evaluate their adherence to ethical practices.
- Seeking assurance from suppliers on their commitment to preventing modern slavery.
- Reviewing supply chain practices annually to identify any areas of potential risk.

7. Reporting and Responding to Modern Slavery Concerns

- All staff, contractors, and partners are encouraged to report any suspicions or evidence of modern slavery or human trafficking to the designated lead, Scott Garrett.
- Reports will be investigated promptly, with appropriate action taken, which may include disengaging with suppliers or contractors found to be non-compliant with this policy.

8. Training and Awareness

SGM Music Group Limited will provide training on modern slavery and human trafficking to all employees and contractors to ensure understanding and awareness. This includes:

- Training for new staff as part of their induction.
- Annual refresher sessions for existing employees.
- Guidance on recognising signs of modern slavery and understanding reporting procedures.

9. Monitoring and Review

SGM Music Group Limited will review this policy annually or as required by legislation or company operations changes. We will communicate any updates to staff and contractors, ensuring continued awareness and compliance.

10. Zero-Tolerance Statement

SGM Music Group Limited maintains a zero-tolerance approach to modern slavery and human trafficking. Any supplier, contractor, or partner found to violate this policy will face appropriate action, including termination of contracts and referral to relevant authorities.



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