

Modern Slavery Act Statement by The Firm Talent Management

At The Firm Talent Management, we are committed to upholding the highest ethical standards in all aspects of our operations. This statement outlines the steps we have taken and will continue to take to ensure that modern slavery and human trafficking have no place in our business or supply chains.

Introduction

Modern slavery is a heinous crime that violates fundamental human rights. It includes slavery, servitude, forced and compulsory labor, and human trafficking. The Firm Talent Management recognizes its responsibility to combat modern slavery and is committed to acting ethically and transparently in all business dealings.

Our Structure and Supply Chains

The Firm Talent Management operates as a talent agency representing models, actors, and creative professionals. Our supply chain includes partnerships with clients, vendors, photographers, event organizers, and other industry professionals globally.

Our Policies on Modern Slavery

We have implemented policies to prevent modern slavery within our operations and supply chains, including:

- **Code of Conduct:** All employees, partners, and suppliers must adhere to our strict Code of Conduct, which includes zero tolerance for forced labor and human trafficking.
- **Whistleblowing Policy:** We encourage employees and stakeholders to report any concerns related to unethical practices, including modern slavery.
- **Supplier Code of Ethics:** We require all suppliers and partners to comply with ethical labor practices and ensure their operations are free from modern slavery.

Due Diligence Processes

We conduct regular due diligence on our suppliers and partners to identify and mitigate risks of modern slavery. These include:

- Assessing risks in our supply chains and prioritizing high-risk areas for review.
- Engaging with suppliers to ensure they understand and adhere to our ethical standards.
- Auditing and monitoring compliance with our policies.

Training and Awareness

We provide training to our staff to help them recognize and address potential risks of modern slavery. This includes raising awareness about the signs of exploitation and the importance of ethical business practices.

Continuous Improvement

The Firm Talent Management is committed to continuously improving our practices to combat modern slavery. We will:

- Regularly review and update our policies and procedures.

- Strengthen partnerships with organizations that promote fair labor practices.
- Monitor industry developments and adapt our approach accordingly.

Approval and Review

This statement has been approved by the senior management of The Firm Talent Management and will be reviewed annually to ensure its effectiveness.

Date: 31 December 2024

Signed by:

Rodney Lambert
Owner