



EMPLOYMENT PRACTICES

Modern Slavery Position Statement



GES EMPLOYMENT PRACTICES

Modern Slavery Position Statement

We are committed to delivering practices to combat slavery and human trafficking. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. We have committed resources to implement and enforce effective systems and controls to detect and prevent instances of slavery or human trafficking in our supply chains and our business. We further expect our employees to report concerns in order that management can take appropriate steps to act upon them.

Organisation's structure

We are a leading global provider of extraordinary experiences, including hospitality and leisure activities, experiential marketing, and live events. We operate through three reportable segments: Pursuit, Spiro, and GES Exhibitions and our ultimate parent company is VIAD.

VIAD has its head office in the United States of America. The Group has over 3660 full-time employees worldwide and operate globally. Turnover \$1,238.7m.

Our business

GES Exhibitions is a global exhibition services company that partners with leading exhibition and conference organisers as a full-service provider of strategic and logistics solutions to manage the complexity of their shows.

Our business is organised into business units and by region.

Our supply chains

Our supply chains include: Sourcing of labour, materials, and project management.

Our policies on slavery and human trafficking

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery Policy 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. We are committed to raising awareness of our Modern Slavery Policy to ensure understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

Our Core Values and confidential *Always Honest* programme sets out our intentions and expectations regarding integrity and behaviours.

Due diligence processes for slavery and human trafficking

As part of our ongoing initiative to identify and mitigate risk, we are continually raising awareness through training and applying checks within our supply chain process to diligently:

- Identify and assess potential risk areas across our global business;
- Educate our employees through our training programme;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains; and
- Ensure whistle blowers are protected in accordance with the confidential *Always Honest* Compliance and Ethics Programme.

Supplier adherence to our values

We seek to operate zero tolerance to slavery and human trafficking to ensure all those in our supply chain and contractors understand the importance of this issue to us and that they comply with our values.

Our effectiveness in combating slavery and human trafficking

The Executive Management Team have day to day responsibility for reviewing systems and taking appropriate steps to ensure the company's practices are effective in countering slavery and human trafficking. To assist, we have developed policy and practices to ensure we are compliant, including;

- Continually assessing the effectiveness of our policies and practices
- Performing regular risk assessments to identify potential risks with suppliers
- Auditing existing key suppliers for awareness of and compliance with the Modern Slavery Act 2015.
- As part of our contracting processes we require suppliers to evidence they comply with all applicable anti- slavery and human trafficking laws, statutes and regulations in force including but not limited to the Modern Slavery Act 2015.
- Providing awareness training for relevant employees on the recognition and mitigation of slavery and human trafficking.

This statement is made and published pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2023.

SIGNATURE DIRECTOR:

Lee Hambleton

GLOBAL EXPERIENCE SPECIALISTS

DATE: 30th November 2024