

## **MODERN SLAVERY ACT 2015**

### **TINOPOLIS LIMITED & ITS UK GROUP COMPANIES - ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT**

#### **INTRODUCTION FROM THE CHIEF EXECUTIVE OFFICER**

We are committed to continually improving our practices to prevent modern slavery and human trafficking within our business and supply chains.

#### **ORGANISATION'S STRUCTURE**

Tinopolis Limited is the parent company of the UK Tinopolis group ("the Group"), an international media producer and distributor with a significant presence in the global media and entertainment sector. The Group has an annual turnover of over £100m.

This statement has been approved by the Boards of the companies listed below and by the Board of Tinopolis Limited:

Tinopolis Limited  
Passion Distribution Limited  
Firecracker Films Limited  
Pioneer Film and Television Productions Limited  
The Television Corporation Limited  
Tinopolis Facilities Limited  
Teledu Tinopolis Cyf  
Agenda Films Limited  
Tinopolis Interactive Limited  
Video Arts Limited  
Fiction Factory Limited  
Sunset & Vine Productions Limited  
Golden Break Music Limited  
Mentorn Media Limited  
TVC Media Limited  
Mech TV Limited  
Upstream Media Limited  
Tree on a Hill Films Limited

*Note: Sunset & Vine Productions Limited is the only individual Group company exceeding the £36m statutory threshold.*

#### **OUR BUSINESS**

The Group comprises the above UK operating companies, principally working within the media and entertainment sector. Further information is available at [www.tinopolis.com](http://www.tinopolis.com).

#### **OUR EMPLOYEES**

We review salaries annually to ensure that all employees are paid at or above the Real Living Wage (as set by the Living Wage Foundation), both within and outside London.

## OUR SUPPLY CHAINS

Our supply chains include:

- **Subcontracting:** independent contractors and loan-out companies providing production and crew services (e.g., producers, directors, editors, outside broadcast providers).
- **Procurement:** contractors supplying goods and services such as set design, construction, lighting and staging.
- **Distribution:** the global distribution of television programmes.

Most of our suppliers are UK-based, reflecting that most productions are filmed and produced in the UK. Where work takes place overseas, goods and services may be sourced locally.

While the media and entertainment sector is generally considered low risk for modern slavery, we remain committed to ongoing risk assessment to ensure any emerging risks are identified and addressed promptly.

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that modern slavery and human trafficking do not occur in our business or supply chains. Our Anti-Slavery Policy reflects our expectations that all business partners act ethically and with integrity.

Key measures include:

- All Group companies must comply with the Group Anti-Slavery and Human Trafficking Policy, published at [www.tinopolis.com](http://www.tinopolis.com).
- Heads of Production monitor compliance and conduct due diligence when subcontracting goods and services.
- Most suppliers are well-known UK industry providers vetted by our health and safety advisers and broadcaster clients.
- Supplier contracts require compliance with the Modern Slavery Act 2015, with breach constituting grounds for immediate termination.
- The Group has a Whistleblowing Procedure to protect individuals who raise concerns.
- Policies and procedures are regularly reviewed and updated in line with business needs, client requirements, and industry guidance.

## OUR DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

To identify and mitigate risk, we:

- Provide employees and freelancers with information on relevant company policies during induction and through ongoing compliance work.
- Make all goods and services engagements conditional on compliance with the Modern Slavery Act 2015.

- Engage subcontractors and suppliers on standard PACT terms, which are regularly updated to comply with current legislation.
- Conduct Google, LexisNexis, and company checks on contractors and suppliers.
- Incorporate health and safety and labour-standard checks into our Risk Assessment (RA) process, including:
  - ensuring equivalent protections for locally-hired overseas crew, including provision and use of appropriate PPE;
  - competency checks on all suppliers, including independent references where work is overseas, including local crew within production insurance cover.

Our systems enable us to:

- Identify and assess potential risk areas in supply chains.
- Mitigate the risk of slavery and trafficking through robust RA and health and safety procedures.
- Monitor potential risk areas via supplier competency checks.
- Protect whistleblowers.

#### **APPROVAL**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 30<sup>th</sup> September 2025.

This statement has been approved by the Board of Directors of Tinopolis Limited.

Signed



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**Jennifer Roberts**  
**CEO, Tinopolis Limited**

27<sup>th</sup> March 2026