



Big Button: Anti-slavery policy

Overview

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Big Button Media Ltd (“we”, “Big Button”) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Big Button has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our policies

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

Recruitment policy: We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Grievance and whistleblowing policies:

We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

If you are one of our suppliers

Big Button operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that the organisation has never been convicted of offences relating to modern slavery. Anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business.
- They hold their own suppliers to account over modern slavery.
- (For UK-based suppliers) They pay their employees at least the national living wage.
- (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations.

We may terminate the contract and pursue its legal remedies at any time should any instances of modern slavery come to light.

If you require further information

If you have any queries, or require further information about modern slavery, you should contact enquiry@bigbutton.tv or call +44 (0)121 309 0340.

