Modern Slavery Policy

PURPOSE

Zinc Media Group Plc is committed to running our business responsibly and to ensuring that no form of modern slavery or human trafficking occurs in any part of our operation or supply chain.

Zinc Media expects all third parties we deal with to observe this commitment and to comply with all local laws and regulations including in relation to modern slavery, human trafficking and anti-bribery and corruption. Our contractual provisions will be updated in so far as possible to ensure that all third parties are obliged to adhere to all applicable laws and regulations.

Given the nature of our operation, we consider that the risk of modern slavery and human trafficking in our supply chain to be low.

MODERN SLAVERY AND EXPLOITATIVE LABOUR PRACTICES

Modern slavery is the illegal exploitation of people for personal or commercial gain. It covers a wide range of abuses and exploitation including sexual exploitation, domestic servitude, forced labour and criminal exploitation. A person may be directly exploited by their employer, or they may be legitimately employed but forced to hand their wages over to someone else.

Victims of modern slavery can be any age, gender, nationality and ethnicity. They are tricked or threatened into work and may feel unable to leave or report the crime through fear or intimidation. They may not recognise themselves as a victim.

Forced labour tends to occur in roles where work is low paid, dirty, dangerous or physically demanding or where labour is temporary or casual. For example, forced labour has been found globally in hospitality, catering, cleaning, waste management and construction.

SPOTTING THE SIGNS

Those who have been trafficked into modern slavery may:

- appear to be under the control of someone else
- allow others to speak for them when addressed directly
- be reluctant to talk to strangers or the authorities
- wear the same clothes every day or wear unsuitable clothes for work
- show fear or anxiety

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- appear withdrawn, or show signs of physical or psychological abuse
- live in the same place where they work in accommodation that is degrading or unsuitable

TAKING ACTION

- If you become aware of an issue or if you see anything suspicious, it is important not to make the situation worse for the victim or to put yourself at risk.
- Speak to either Human Resources, or your Head of Production if you believe there may be a risk or signs that any of our suppliers are practising exploitative labour
- practises, or there are signs that anyone engaged with the Company is a victim of exploitative labour practises/modern day slavery.

To report a suspicion or seek advice from the police, you or the Company may contact the Modern Slavery Helpline confidentially on 08000 121 700.

POLICY REVIEWED:

November 2025
Zinc Media HR Team

BOARD APPROVAL AND SIGNATURE

Approved by the Zinc Media Group Plc Board. November 2025.

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