Beliefs and principles

Exterion Media (UK) Limited (“we” or “Exterion Media”) is committed to ensuring that slavery and human trafficking does not take place both in its own business and in its supply chain.

We are not aware of any form of slavery or human trafficking taking place within our own business or our supply chain anywhere in the world; and we expect our ethical values and relevant legal requirements to be upheld by all of our business partners.

We strive to demonstrate complete transparency in respect of the way we combat and prevent slavery and human trafficking and have various systems and controls in place to tackle slavery and human trafficking in accordance with the Modern Slavery Act 2015.

Exterion Media’s business structure

Exterion Media is a leading out-of-home media owner and has offices and conducts business in the UK. As at 11th December, 2018 it has 408 employees in the UK. Other Exterion Media group companies operate in Netherlands, Spain, France and Ireland.

Our business and employee awareness

We are proud of the steps we have taken to ensure that no slavery or human trafficking is taking place across our business. Examples include:

(i) Our Business Code of Conduct, which all employees are required to sign-up to, highlights to all of our employees our commitment to uphold the highest standards of business ethics, workplace behaviour and human rights;

(ii) our Anti-Slavery and Human Trafficking Policy, which describes the steps our employees must take to raise concerns with respect to modern slavery and outlines our zero-tolerance approach at all levels of our business and in our supply chain; and

(iii) our Whistleblowing Policy, which provides employees with a confidential, third-party hotline to identify and report instances of concern.

Our supply chain

Whilst the majority of our direct suppliers are based in the UK and the EU, many of our suppliers source and / or obtain materials and / or services from around the world. We consider that our main risk area in relation to slavery and human trafficking is our supply chain. We use various means to assess and manage this risk, including use of:

(i) a Supplier Compliance Form and Checklist, requiring confirmation of due diligence and compliance with the Modern Slavery Act 2015;

(ii) an Ethics and Sustainability Questionnaire for Suppliers, requiring information on policies covering respect for human rights; no forced or compulsory labour; no human trafficking; and prohibition of child labour;

(iii) a New Contractor Assessment Form, requiring information on compliance with employment legislation; and

(iv) a Modern Slavery Act Questionnaire, which specifically requests the identification of any potential risks of slavery and human trafficking in both its business and in its supply chain and what steps the supplier has taken to remedy such risk, if and when possible.

In addition, our Supplier Compliance Policy, which requires compliance with all applicable laws, including relating to the employment and discrimination of workers, is expressly referenced and incorporated in our standard purchase terms and conditions.
Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Exterion Media’s slavery and human trafficking statement for the financial year ending 31 December 2018.

Leon Taviansky, Chief Executive Officer

Date approved: 11th December, 2018