



## Modern Slavery Act Statement

### Introduction:

This statement sets out the steps that The Big RD Limited 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.

We have a zero-tolerance approach to all forms of modern slavery, forced labour and human trafficking. We are committed to acting ethically, and with integrity and transparency in all our 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 Business:

The Big RD Limited is a creative and video production agency with offices in London, New York, Abu Dhabi and Singapore. Our purpose-built, sustainable studio is one of the largest film production facilities in London, offering five sound stages. Our team specialises in crafting end-to-end campaigns for a global client-base that combine various multimedia elements to deliver powerful impactful messages.

### Organisational Structure and Supply Chains:

Given our business's multifaceted organisational structure and diverse service offerings, we navigate an intricate and ever-evolving supply chain landscape. Our suppliers primarily belong to two groups: those that support our company's operational needs like IT, travel, telecommunications, and professional services, and those involved in client projects, including advertising production, film studio hire, original content development and consultancy.

### Our Commitment:

- 1. Zero Tolerance:** We have a zero-tolerance approach to modern slavery and human trafficking and expect the same commitment from our employees, suppliers, and partners.
- 2. Due Diligence:** We vet our suppliers to confirm they meet the stringent standards we establish for our operations. Suppliers found to be in violation of our standards will face appropriate consequences, including termination of the business relationship. We maintain open dialogue and direct engagement with the next link in the supply chain and their understanding of, and compliance with, our expectations.
- 3. Awareness and Training:** We provide training for our staff to help them recognise the signs of modern slavery and human trafficking, and to empower them to act appropriately should they suspect a violation.
- 4. Transparency:** We are transparent in our business practices, ensuring our stakeholders, partners, and the public understand our commitment and the measures we have in place.
- 5. Audits:** Our company undergoes internal and external audits to ensure that our policies and procedures are being followed and remain effective against the threat of modern slavery.



6. Collaboration: We believe in working collaboratively with governments, NGOs, and other businesses to fight against modern slavery and human trafficking. We believe that a united front is the most powerful tool to combat these global issues.

#### Our Supply Chain:

We recognise the role our supply chain plays in the potential risk of modern slavery and human trafficking. As such, we are proactive in our approach to vetting and monitoring our suppliers to ensure compliance with our standards and values. We continue to strengthen our supply chain vetting process, ensuring that every partner we work with shares our commitment.

#### Reporting:

We encourage all our staff, customers, suppliers, and other business partners to report any concerns related to our direct activities or our supply chain.

#### Review:

This statement will be reviewed and updated annually, reflecting our ongoing commitment to eradicating modern slavery and human trafficking from our business and our supply chain.

This statement was approved by the Board of The Big RD Limited.

Ryan Dean  
CEO  
1st April 2023