



**Registered address: 4 Abbey Wood Road, Kings Hill, West Malling, ME19 4AB**  
**Registered in England and Wales 13929748**

### **PASHN Limited Modern Slavery and Human Trafficking Statement**

PASHN Limited recognises its responsibility to combat slavery and human trafficking and is proud of the steps we have already taken to mitigate the risk of this happening. We have zero-tolerance to modern slavery or human trafficking and are committed to improving our practices.

We invest in and care about our people and believe in our culture.

Through this statement, we agree on the following:

- No worker should be indebted or coerced to work
- No worker should pay for a job
- Every worker should have freedom of speech and movement

This statement is for the financial year ending 31st December 2022.

### **Our Business and Structure**

We are a media agency for brands that operate in fashion, leisure and entertainment. We operate in the UK, Europe, and the US.

We foster strong values and comply with all laws and regulations that apply to our business.

A description of PASHN Limited values, structure, division and product brands can be found on our website.

We have a global annual turnover of around £5,000,000.

### **Our Supply Chains and Policies on Slavery and Human Trafficking**

PASHN Limited is committed to ensuring no modern slavery or human trafficking in our supply chains or any part of our business.

Our main suppliers are media owners and media suppliers; therefore, we believe our supply chains and their industries are at low risk in terms of modern slavery and human trafficking due to the nature of our work. Despite this, we have taken steps, including the following:

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- Ensuring we have in place appropriate policies which are regularly reviewed. These include our Whistleblowing Policy and our Anti-Slavery & Human Trafficking Policy, which reflect our commitment to acting ethically and with integrity in all our business relationships and implementing and enforcing effective systems and controls to ensure slavery and human trafficking do not take place anywhere in our supply chains.
- When recruiting employees into our business, we undertake checks including (as necessary) interviews, identification verification, reference, and evidence of qualifications.
- Ensuring within our business all people are paid fairly, and at least minimum wage, although we pay above the living wage, for their work. Undertaking due diligence (and conducting audits) for all suppliers appropriate to the level of risk identified in terms of the territory and industry in which they work.

Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains.

## **Due Diligence Processes for Slavery and Human Trafficking**

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

## **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training on our Anti-Slavery and Human Trafficking Policy to our staff.

## **Looking ahead**

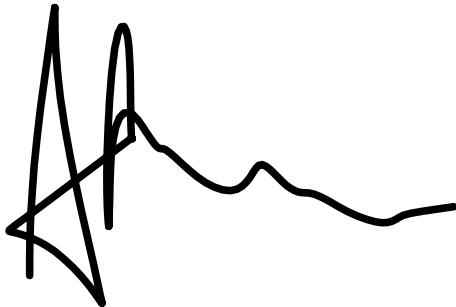
We intend to take the following further steps to combat slavery and human trafficking:

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- Creating an e-learning training course for all staff to complete on modern slavery to create more awareness.
- Updating our existing website so that it contains our Modern Slavery and Human Trafficking statement.
- Develop training modules focusing on employees involved in sourcing, supply chain and recruitment activities.

This statement has been approved by the board of PASHN Limited and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2022.

Adam Hopkinson, Director  
PASHN Limited  
Date: 20<sup>th</sup> May 2022

A handwritten signature in black ink, appearing to be 'Adam Hopkinson', written over a white background.