



WASSERMAN

## SLAVERY AND HUMAN TRAFFICKING STATEMENT Year ended 31<sup>st</sup> December 2022

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “Act”).

Companies that are required to issue this statement for the financial year ended 31 December 2022 are Wasserman EMEA LLP (formerly named: CSM Sport and Entertainment LLP) (“we”, “our”).

CSM Sport and Entertainment LLP was acquired in September 2023 and this statement has been updated to reflect our new corporate identity as Wasserman EMEA LLP.

Wasserman EMEA LLP acts responsibly, and we conduct our business with honesty, in good faith, and in compliance with the law. We set ourselves high standards in our business practices and expect businesses we work with to meet the same level of business ethics.

We do not tolerate any form of modern slavery or human trafficking in any part of our business and are committed to carrying on our business in a manner which respects the rights of individuals in the communities in which we operate.

We have taken, and are continuing to take, steps to ensure that our businesses identify risk areas in their supply chains and to implement policies and procedures to eliminate those risks.

The Board of Directors of Wasserman EMEA LLP “the Board”, are responsible for overall strategic direction including ensuring that systems of identification and management of risk, including the risk of slavery and human trafficking in our business or supply chain, are robust and appropriate.

Our risk and compliance teams verify compliance with our operational standards and report directly to the Board.

## ABOUT US

### Wasserman EMEA LLP

We are a global sport and entertainment agency, offering our clients end-to-end marketing services. We bring partnerships to life for brands, rights holders and talent, by leveraging our unrivalled relationships and expertise across the industry and create extraordinary live experiences. Driven by performance, we deliver meaningful, memorable and measurable impact for our clients. Home to 1,200+ industry leaders across 20+ locations, we believe in the power of sport and entertainment to inspire a better world.

## OUR APPROACH

Our Responsible Business Code sets out the high-level behaviours we require our agencies, our staff, and our trading partners to uphold. In it we state that: *“We will continue to strive to make a positive contribution to society and the environment by maintaining high standards of marketing ethics; respecting human rights; respecting the environment; supporting community organisations; supporting employee development; and managing significant sustainability risks in our supply chain.”*

Our Responsible Business Code, Know Your Clients and Suppliers Policy, Staff Code of Conduct and other policies aim to support and uphold the United Nations’ Guiding Principles on Business and Human Rights.

Our Know Your Clients and Suppliers Policy reflects our commitment to acting ethically and with integrity in our business relationships. It sets out appropriate steps we take to ensure we understand who we do business with, and to ensure that there are no reputational or ethical issues to working with a supplier.

Our Responsible Sourcing Policy sets out the high-level principles we have adopted to ensure goods and services are procured in a responsible manner consistent with our own stated business ethics and those set out in widely recognised international standards.

We have revised Ethics statements which set out - at a high level - those business activities, geographies, and industries where we will not engage with clients using a RAG system to ensure we systematically identify and manage risks as they arise.

Set out below are the activities in the last year, building upon ongoing work to monitor and reduce the risk of slavery and trafficking in our supply chains:

## ASSESSMENT

We have assessed our supply base with a view to identifying high risk suppliers or areas for focus. This assessment included mapping by agency, category, spend & geography.

Suppliers used were identified as typically falling within the following categories: professional services, logistics, delivery, venue hospitality, event production services, transport and travel, cleaners and maintenance. Goods that we purchase include items such as raw materials for print, merchandise, utilities and general office equipment.

Overall, the risk assessment demonstrated that the majority of our primary tier suppliers are in low-risk countries.

We undertake due diligence when considering taking on new suppliers, and regularly reviews existing suppliers.

## PROCESS

We use a centralised onboarding process which is managed by our Shared Service Centre whereby all new suppliers are required to complete an onboarding questionnaire which includes a requirement to confirm that:

- They pay the “living wage” or local equivalent.
- Employees have the right to work.
- They have measures in place to ensure no discrimination as a result of protected characteristics.
- That employees/workers and their contractors comply with international human rights and labour standards.
- That they monitor and mitigate the risk of modern slavery.
- That they address Bribery and Corruption risks.

In addition, suppliers must provide confirmation of banking details together with insurances appropriate to the nature of services or goods being supplied.

All new suppliers above a certain threshold are also subject to an assessment through a leading compliance tool which allows us to access data from a wide range of sources globally.

Through investment in technology (in particular in financial management systems and compliance software) we have been able to monitor our supply chain more effectively.

This has enabled our businesses to procure supplies more efficiently and enabled us to reduce the number of suppliers we buy from. This will enable us to better understand both our primary tier supply chain and also the source of supplies further down our chain and to provide assurance, to our clients and stakeholders.

## WHAT'S NEXT

Whilst we believe that there is limited risk in our primary tier suppliers we recognise that there is still work to be done to better understand exposures further down the supply chain.

We are also conscious that whilst an IT driven centralised onboarding process provides consistency there are greater risks in some geographies.

In the year ahead we have committed to engaging a full-time procurement manager and to upgrading the existing compliance system. The new system is undergoing testing and will be live prior to the end of Q2 2023.

These enhancement will allow us to ensure all suppliers adhere to our core principles, respond to all questions and allow us to monitor their responses and seek alternatives as required.

We remain focussed on enhancing our understand of those with whom with contract and ensuring that no form of forced labour or slavery is present in our supply chain.

This statement was originally ratified by the Board of CSM Sport and Entertainment LLP on 30<sup>th</sup> June 2023.

Signed



Matthew Vandrau, President, EMEA/APAC

Dated 11<sup>th</sup> March 2024