

Exterion Media - Slavery and Human Trafficking Statement

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 to be upheld by all of our business partners.

We strive to demonstrate complete transparency in respect of the manner in which we combat and prevent slavery and human trafficking. We have implemented and enforced effective systems and controls 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, Netherlands, Spain, France and Ireland. As at 31 May 2017, Exterion Media has 404 employees in the UK.

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) the implementation of our Business Code of Conduct, which highlights to all our employees our commitment to uphold the highest standards of business ethics, workplace behaviour and human rights;
- (ii) the circulation of our Anti-Slavery and Human Trafficking Policy to all employees, 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;
- (iii) the provision of in-house training to all employees to ensure a high level of understanding of the risks that businesses and supply chains face in respect of slavery and human trafficking; and
- (iv) the promotion of 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 the main risk area in relation to slavery and human trafficking is our supply chain. We have put in place substantive processes to ensure regular evaluation of our supply chain. Examples include asking each new and existing supplier to complete:

- (i) our Supplier Compliance Form and Checklist, requiring confirmation of due diligence and compliance with the Modern Slavery Act 2015; and
- (ii) 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 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 2016.



Shaun Gregory, Chief Executive Officer

Date approved: 27 June 2017