

Tag UK and Australia Joint Modern Slavery Statement

This Statement is made in accordance with the Australian Modern Slavery Act 2018 (Cth) and the UK's Modern Slavery Act 2015. This statement is a Joint Modern Slavery Statement made by **Tag Worldwide Australia Pty Ltd** and associated reporting entities in accordance with the Modern Slavery Act 2018 and outlines the practices that the Tag Group of companies (the "Group") 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. This statement on slavery and human trafficking is made on behalf of the applicable companies within the Group for the financial year ending 31 December 2022.

What is Modern slavery?

Modern slavery is used to describe serious forms of exploitation. Types of modern slavery include human trafficking, servitude, forced labour, debt bondage, forced marriage and the worst forms of child labour. The term modern slavery is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom.

Modern slavery can occur in every industry and sector. It is often linked to other crimes and activities that adversely impact human rights, such as corruption and environmental damage. The Group has a zero-tolerance approach to any form of modern slavery. We are strongly committed to playing our part in eradicating modern slavery by ensuring we act ethically and with integrity and transparency in all 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 Profile

Tag is a leading omnichannel content production partner for some of the biggest brands across the globe. We help organisations transform business processes, enhance customer conversations and realise the potential of their brands across the entire marketing spectrum. Our solutions combine re-engineered processes, leading technology and highly experienced collaborative clients with the financial strength and global reach to deliver these solutions anywhere in the world, at any time.

Our Supply Chain

Tag's Supply Chain includes:

- Direct Sourcing suppliers: suppliers of marketing materials produced for our clients e.g., printers
- Direct Creative Production Suppliers: suppliers of services, used to produce and adapt digital marketing materials, e.g., camera crews for moving image shoots
- Indirect Suppliers: Suppliers of goods and services for use by Tag, e.g., stationery, cleaning companies and IT suppliers

Our Supplier Due Diligence

1. Supplier Due Diligence: All Sourcing suppliers must go through our due diligence process at the on-boarding stage and are then subject to regular audits and reviews. These audits are based on perceived risk (i.e., country of supplier, strategic importance of supplier, and handling of confidential data) with a tiered approach taken to ensure each supplier's corporate social responsibilities are aligned with that of the Group as well as United Nations Global Compact, the UN Universal Declaration of Human Rights, the 1998 International Labour Organization Declaration on Fundamental Principles and Rights at Work. In addition, they must be fully compliant with the UK legislation, including the Modern Slavery Act. The majority of sourcing Suppliers in high-risk countries are audited prior to onboarding.

2. **Sourcing suppliers** go through an EcoVadis sustainability assessment to assess the environmental, labor, health safety, ethics, and sustainable procurement management systems.

3. **Conflict Minerals:** We do not purchase material volumes of conflict minerals. We will implement a Conflict Minerals Policy within 2023.

Our Global Reach

Tag has about 2700 employees worldwide and 6 production hubs: London, New York, Sao Paulo, Shanghai, Hong Kong, and Singapore. We also have 29 account management offices.

ANZ

Tag Worldwide Australia Pty Ltd, is headquartered in Sydney and serves as the base of operations for Tag in Australia. Our registered office is located at Level 3, 40 King Street Sydney.

Tag has 143 employees in ANZ region, with 130 based in Sydney and 9 employees in Melbourne, and 4 in New Zealand. Tag acquired a social media production company L&A Social in 2022, which also have their head office in Sydney.

APAC

Tag has 15 account management offices in the APAC region, and we support 23 markets within APAC. Tag has more than 1277 employees across the region.

The headquarters are based in Hong Kong, Singapore and Shanghai with offices in Bangkok, Seoul, Shenzhen, Ho Chi Minh, Kuala Lumpur, Taipei and Tokyo. Chennai is the biggest global delivery center.

Tag Hub is based in Shanghai, and employs 5 procurement experts who source and manufacture locally in China and export to other markets.

Americas

Tag has 4 account management offices in Toronto, New York, Sao Paulo, Mexico with a total of 577 employees.

EMEA

Tag's EMEA headquarter is in London, with 445 employees and with 600 employees across the region.

Actions to address the risk of modern slavery in our operations and supply chains

1. Our Company Policies

We are committed to follow and uphold the laws and regulations in all countries where we operate.

Our internal policies ensure that we are conducting business in an ethical and transparent manner, such as:

1. **Code of Conduct:** Our code defines the objectives and rules that reflect our commitment to responsible, ethically irreproachable, and legally compliant behaviour from all employees and contractors

2. **Our Supplier Code of Conduct:** sets the minimum standards for doing business with the Group, and we request that it is signed by each supplier as part of the onboarding process, with follow up to ensure our policies are adhered to. We also review supply chain contracts to ensure they contain the appropriate legislative requirements. If we find breaches of our code and/or the Modern Slavery Act within our supply chain, we will investigate the issues in detail. Whilst we shall look to support companies in their efforts to comply with the legislation, in the event of a serious breach, termination of the supplier relationship would also be considered.

3. **Recruitment policy:** This includes vetting, eligibility to work, safeguards our employees against human trafficking or individuals being forced to work against their will.

4. **Safety, Health, Environment, Quality Policy:** We are committed to the health and safety of our people and the communities and societies in which we operate and align our health and safety management system with ISO 45001.

5. **Sanctions & Embargoes Policy:** we strive to conduct fair business with legitimate, honest people and third parties including vendors and customers, and a mature sanctions and embargoes monitoring programme has been established.

6. **Additional policies:** Equal Employment Opportunity, Anti-Discrimination, Harassment & Bullying Policy which applies to all Tag employees.

2. Human Resources

The Tag hiring and recruitment practices are stringent and include enhanced background checks and other due diligence at the time of onboarding. Our employees are also routinely screened against multiple sanctions lists to ensure there are no associated risks.

In addition, there is no manufacturing processes or facilities within the business. The risk of modern slavery exposures is assessed as very low.

3. Grievance Mechanism

Whistleblowing policy: where there are concerns regarding any unethical conduct within our business, including any forms of modern slavery, we strongly encourage our employees to report the concern so we may properly and quickly resolve the situation. An external independent whistleblowing hotline service operates 24 hours a day 365 days a year; across approximately 40 countries enabling our employees to report matters anonymously without fear of reprisal and includes a translation service.

4. Training & Continuous Improvement

Tag continues to run annual Modern Slavery-specific training that is included in the mandatory Code of Conduct, Ethics, and Anti-Bribery & Corruption training.

Tag launched a new communications campaign – Be a Compliance H.E.R.O (for Honest, Ethical, Responsible and Outspoken employees) to keep our workforce informed on compliance topics. Modern Slavery features as a key topic in this communication program.

In 2022 we translated our Code of Conduct and other policies into seven different languages, making it easier for our employees globally to access compliance materials, including Modern Slavery, in their native language.

Key Performance Indicators

We will know and understand the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business when:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- Regular due diligence, where necessary, is conducted on our supply chain and supplier's code of conduct.
- Annual mandatory training on Modern Slavery completed by our employees.

Next Steps & Looking forward

Modern Slavery is unacceptable and one of the worst kind of offenses to humanity. Tag holds a zero-tolerance approach to Modern Slavery, and we will periodically review the effectiveness of our processes and systems to ensure that we maintain a high standard of controls while looking to improve and collaborate within our organization to raise awareness around Modern Slavery.

Any changes will be reflected in future annual statements.

This Modern Slavery Statement was approved by the Board of Directors of **Tag Worldwide Holdings Limited** on behalf of its Tag Group subsidiaries and affiliated companies on 30th June 2023.



United Kingdom
David Kassler
Tag Chief Executive Officer



Australia
Dan Healy
CEO Tag APAC