

Bicycle London Limited (Bicycle)

Anti-Slavery and Human Trafficking Policy

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights. We have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our corporate activities. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. As a company we expect everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- A zero-tolerance approach to modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Bicycle staff must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We take a risk-based approach to our contracting processes and keep them under review.
- Consistent with our risk-based approach we may require employment and recruitment agencies and other third parties supplying workers to Bicycle to confirm their compliance with our Anti-Slavery Policy

If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action.

Our supply chains and supplier adherence to our values

As a media, digital and creative services provider, Bicycle procures services from both domestic and international suppliers across a diverse range of goods and services. Suppliers include but are not limited to:

- media partners;
- IT services and equipment providers;
- printing and production suppliers;
- photographic and other creative services suppliers;

- facilities management and office suppliers;
- catering suppliers; and
- travel services suppliers.

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As and when we have new contractors or suppliers come on board we pre-qualify any new company through a series of diligence, relating to company performance, HS&E compliance and references from other customers to establish that they are suitable.

To date, we haven't been made aware of any human trafficking/slavery activities within the supply chain but if any were highlighted to us then we would act immediately in accordance with our legal and moral obligations.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing 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

We have zero-tolerance to slavery and human trafficking. To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business our Anti-slavery Policy is available to all Bicycle staff.

This Policy is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 01st March 2024.

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