VA361 PRODUCTIONS

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

Version 1.0 | Effective on signature | UK English

Legal entity	VA 361 PRODUCCION SL, trading as VA361 Productions
Document status	Takes effect on signature
Approver	Francisco Gómez
Scope	Operations and supply chains, principally in Spain and the European Union
Review cycle	At least annually and following material operational or risk changes

VA 361 PRODUCCION SL, trading as VA361 Productions ("VA361"), is committed to respecting human rights and preventing modern slavery and human trafficking in its own operations and supply chains.

This is a voluntary procurement statement prepared with reference to the transparency principles in section 54 of the UK Modern Slavery Act 2015 and internationally recognised human-rights and labour standards. It does not represent that VA361 is necessarily within the statutory reporting threshold of that Act. This statement describes current policy commitments and control design and does not make historical performance claims.

Our commitment

VA361 has zero tolerance for slavery, servitude, forced or compulsory labour, debt bondage, human trafficking and unlawful child labour. We will not knowingly support or conduct business with any person or organisation involved in such practices.

1. Our business and the scope of this statement

VA361 provides integrated event-production services, including audiovisual production, technical consultancy, equipment rental, staging, scenery and related event services. Its operations and direct procurement are principally located in Spain and the European Union.

This statement applies to directors, employees, contractors, freelancers, agency and temporary workers. It also sets the minimum conduct expected of suppliers, subcontractors, consultants, venues and other business partners acting for or supplying VA361.

Relevant supply-chain categories include freelance and temporary event personnel; audiovisual equipment and technology; staging and scenery; transport and logistics; venues and hospitality; security, cleaning and catering; and printed or promotional merchandise.

2. Workplace standards

VA361 conducts its business in accordance with applicable Spanish and EU law and its internal human-rights and employee policies. Everyone working for VA361 must be treated lawfully, fairly, safely and with dignity and respect.

- Employment must be freely chosen. No worker may be coerced, threatened or prevented from leaving employment in accordance with applicable law.

- VA361 does not permit forced, bonded or indentured labour, involuntary prison labour, trafficked labour or unlawful child labour.
- Identity documents must not be withheld and workers must not be charged improper recruitment fees as a condition of work.
- Pay, working time, equal opportunity, non-discrimination, health and safety, and freedom of association must comply with applicable law.

3. Supplier expectations

Suppliers and subcontractors must comply with all applicable labour, employment, human-rights and anti-trafficking laws. They must not use, benefit from or tolerate forced or trafficked labour or unlawful child labour, whether directly or through their own supply chains.

VA361 expects suppliers to maintain appropriate policies, records and controls; communicate these standards to workers and relevant subcontractors; provide evidence when reasonably requested; and report any actual or suspected breach promptly.

4. Risk assessment

VA361 applies a proportionate, risk-based approach. Risk is considered in relation to the service or product, labour model, use of subcontracting, location of performance, country and sector risk, value and duration of the engagement, and the supplier's own governance and supply-chain visibility.

Within event production, particular attention is given to:

- temporary, agency, freelance and lower-visibility on-site labour;
- labour-intensive services such as installation, dismantling, cleaning, security, catering and logistics;
- multi-tier subcontracting and short-notice or cross-border delivery;
- upstream manufacturing of audiovisual equipment, electronics, staging materials, textiles and promotional goods; and
- indicators such as unusually low pricing, unclear employment arrangements, restricted worker communication, withheld documents or resistance to providing evidence.

5. Due diligence and supplier controls

Depending on the level and nature of risk, VA361's controls include:

- supplier questionnaires, onboarding checks and verification of company and contact information;
- contractual clauses prohibiting forced labour, human trafficking and unlawful child labour;
- requests for relevant supplier policies, certifications, declarations and supporting evidence;
- risk-based review, follow-up questions, site or document audits where proportionate; and
- escalation to management where concerns, gaps or inconsistencies are identified.

A supplier's size and resources are considered when evidence is requested, but this does not reduce the minimum requirement to respect human rights and comply with the law. VA361 may require a corrective action plan, pause onboarding, restrict work, suspend or terminate a relationship where concerns are serious, cannot be resolved or are not remedied within a reasonable period.

6. Training and awareness

VA361 supplies relevant employees with training and information on human rights, modern slavery and human trafficking appropriate to their responsibilities. Personnel involved in recruitment, procurement, supplier management and on-site delivery are expected to recognise warning indicators, apply the relevant controls and escalate concerns without delay.

7. Reporting, investigation and remediation

Employees, workers, suppliers and other stakeholders may raise a concern with VA361 management at info@va361.com. Reports will be handled as confidentially as reasonably possible. VA361 does not tolerate retaliation against anyone who raises a concern in good faith.

Concerns will be assessed and investigated proportionately. VA361 will prioritise the safety and welfare of potentially affected workers, seek appropriate specialist or legal advice, cooperate with competent authorities where required, and require corrective and remedial action. Commercial decisions will take account of the risk that abrupt termination could cause further harm to workers.

8. Monitoring and continual improvement

Following adoption, management will review the practical application and effectiveness of this statement. Proportionate indicators may include:

- relevant personnel receiving training or information;
- suppliers screened or asked to accept contractual standards;
- higher-risk suppliers subject to enhanced review;
- concerns raised, investigated and closed; and
- corrective or remedial actions agreed and completed.

The absence of reported concerns will not, by itself, be treated as evidence that no risk exists. VA361 will review this statement at least annually and when material changes occur in its services, geographic reach, labour model or supply chain.

9. Governance and approval

Management is responsible for oversight of this statement. Operational responsibility is shared by the personnel responsible for recruitment, procurement, supplier management, project delivery and employee training. This statement takes effect on the date it is signed below.

Approved for and on behalf of VA 361 PRODUCCION SL	
Name	Francisco Gómez
Role / title	_____
Signature	_____
Date	_____

Reference framework

This statement has been prepared with reference to the following public frameworks:

UK Modern Slavery Act 2015, section 54: legislation.gov.uk/ukpga/2015/30/section/54

UK Government, Transparency in supply chains: a practical guide: gov.uk/government/publications/transparency-in-supply-chains-a-practical-guide

ILO Declaration on Fundamental Principles and Rights at Work: ilo.org/topics-and-sectors/fundamental-principles-and-rights-work

UN Guiding Principles on Business and Human Rights: ohchr.org/en/publications/reference-publications/guiding-principles-business-and-human-rights

Company contact: info@va361.com | Website: www.va361.com