

## **Modern Slavery Act 2015: Tinopolis Limited and its UK group companies slavery and human trafficking statement.**

### **INTRODUCTION FROM THE GROUP MANAGING DIRECTOR**

We are committed to improving our practices to combat slavery and human trafficking.

### **ORGANISATION'S STRUCTURE**

We are an international media producer and distributor with a significant presence in the global media marketplace in the media and entertainment sector. We are the parent company of the UK Tinopolis group (Group).

The Group has an annual turnover of over £100m.

### **OUR BUSINESS**

The Group is made up of the following companies:

1. Daybreak Pictures has forged a reputation for creating high profile and critically acclaimed feature films and television series; recent productions include feature-length drama Churchill's Secret, the award winning 3 part drama mini-series The Politician's Husband, the multi-award winning 4 part drama mini-series The Promise, and the critically acclaimed feature-length drama Endgame.
2. fFATTi fFiLMS is committed to developing and producing a wide spectrum of projects, ranging from one off documentaries, TV series to real feature length films. The company's main focus is to embrace a sustainable approach to film making in Wales, aiming to discover and nurture fresh writing and film making talent in Wales and beyond. fFATTi fFiLMS' Welsh language adaption of the popular Dylan Thomas play Under Milk Wood, has been selected as the UK's official submission for next year's Best Foreign Language Academy Award.
3. Fiction Factory make innovative, popular drama and is currently in post-production of the third series of its critically acclaimed & award winning police drama; Hinterland/Y Gwyll for BBC and S4C with international distribution partners All3media.
4. Firecracker Films - BAFTA-nominated producer of the series *Big Fat Gypsy Weddings*, Channel 4's highest-rating documentary series of all time, also works with a wide range of broadcasters both in the UK and in the US including - BBC, Channel 4, ABC, Discovery, TLC, & National Geographic.
5. The *MediaJet* platform is a cloud based digital file delivery network that allows distribution of broadcast quality video and media files from one point to many locations quickly and securely with full tracking and reporting capability.
6. Mentorn Media is one of the UK's longest established and biggest independent television production companies, making thousands of hours for broadcasters in the UK and worldwide. Mentorn's offices in London, Cardiff and Glasgow produce programmes across a range of genres and we have built strong relationships of trust with institutions, government departments, businesses and members of the public who provide access. Recent productions include Robot Wars series, Traffic Cops, Question Time and the Big Questions.
7. Passion Distribution - in 2012 became part of the Tinopolis Group, merging with Mentorn International and increasing the catalogue with brands such *Robot Wars*, *Worst Driver*, *An Idiot Abroad* and *Paradise Hotel*.

8. Pioneer Productions is the go-to company for bold, ambitious and ground-breaking factual programming. As a multi-award winning company it has built a world-wide reputation for bringing visual flair, brilliant story-telling and outstanding production values to the screen. Its vast portfolio of science, adventure, history, factual-drama, life-style and popular programming has been enjoyed by millions of viewers, in over 80 countries across the globe.
9. Sunset+Vine is a leading independent supplier of sports programming to broadcasters in the UK and overseas. It has won over 35 broadcast awards, including nine Royal Television Society awards and six BAFTA's most recently for "Best Sport and Live Event" in relation to its production of Channel 4's ground-breaking coverage of The London 2012 Paralympic Games.
10. Sunset+Vine International has a global reputation as one of the top sports rights and television programme distribution agencies.
11. The Tinopolis Wales studios - a wide range of programmes are produced from here including live shows, sport, and award winning documentaries. Tinopolis Wales is the largest producer of Welsh language programming with 400 hours annually.
12. Thunderclap Media - an entertainment and comedy start-up which became part of the Tinopolis Group in October 2017.
13. Tinint is the digital content and online solutions arm of the Tinopolis group. Our focus is in Education & Skills, Multi-lingual Content, Video Production and Marketing Communications.
14. Video Arts delivers corporate training in an entertaining and engaging way, producing humour-based corporate training videos.

#### **OUR SUPPLY CHAINS**

Our supply chains include:

- Subcontracting – we engage production crew as independent contractors as individuals and through loan out companies to work on our television productions. Subcontractors include producers, directors, editors; outside broadcast service providers;
- Procurement of goods or services – we engage independent contractors to design and or build sets, lighting, stage building; and
- Distribution – we distribute television programmes globally.

The Group's relationship with its suppliers is short-term. The Group sources goods and services in the UK as most of the Group's programmes are filmed and produced in the UK. Where filming or services take place outside the UK, the Group may source some of the goods and services locally.

As we work in the media and entertainment sector it is not anticipated that there would be any slavery and human trafficking related issues.

#### **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. Our 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.

- All Group companies are expected to comply with the Group Anti-slavery and human trafficking policy.
- The Heads of Productions of each Group company monitor its company's compliance with the Group policy and have due diligence processes in place when subcontracting goods and supply services to enable them to identify and assess risks in relation to slavery and human trafficking.
- Our suppliers are expected to comply with Modern Slavery Act 2015 as required by the terms and conditions of our supplier agreements. The penalty for breach of the condition to comply with Modern Slavery Act 2015 is immediate termination of the agreement.
- The Group has Grievance Procedure in place to protect any whistle blowers working for the Group.

#### **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk:

- Our goods and services engagements are conditional on compliance with Modern Slavery Act 2015
- Our subcontractors and suppliers are engaged on standard Producers Alliance for Cinema and Television (PACT) terms and conditions which are updated and compliant with all current laws and offering industry standard rates;
- We run Google and LexisNexis checks and company searches on our contractors and goods and services suppliers;
- We have a process of identifying and checking health and safety standards and provision included as part of our Risk Assessment (RA) process from a recognized company. So for example,
  - if filming overseas with local crew, the RA would ensure the same level of protections and duty of care are in place for local hired nationals, including the supply and use of Personal Protective Equipment (PPE).
  - we conduct a competency of contractor check on all suppliers which addresses the safety performance of the supplier and requires two independent references for any overseas work.
  - we include local crew in the insurance cover we arrange for each production.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains through our due diligence processes.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains through our risk assessment and health and safety procedures.
- Monitor potential risk areas in our supply chains through competency of contractor check on all suppliers.
- Protect whistle blowers.

This statement 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 30 September 2018.

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 TINOPOLIS LIMITED

Date: 15/02/18