

# Modern Slavery Statement

Lousin Holdings Ltd  
Company ID 08298795

This statement has been published in accordance with the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending in 31<sup>st</sup> Dec 2018. This will be reviewed and approved by the Board of Directors and will be updated annually.

Slavery, servitude, forced labor and human trafficking should have no place in the modern world. We have a responsibility to be vigilant to any risks of 'Modern Slavery' in our business and amongst our suppliers and to do whatever we can do to eliminate them.

## Our Business

Lousin Holdings Ltd is the parent company of a number of subsidiaries all of which are leading independent planning and buying media agencies. The Group always strives to work to the highest professional standards and comply with all laws, regulations and rules relevant to our business.

Lousin Holdings has a zero- tolerance approach to modern slavery in any aspect of our business.

Below are some of our ways we of achieving this

## Our People

**Fair Pay:** The Group is committed to ensuring that all directly employed and contracted staff receive fair remuneration for the job they perform. Rates of pay are based on research and we invest above the levels of income required to meet socially acceptable minimum standards of living.

**Whistleblowing:** The Group encourage all its workers to report any concerns relating to its direct activities. This includes any circumstances relating to risk of slavery or human trafficking.

**Employee Awareness and Compliance:** The Group is committed to legal compliance which is continually monitored and managed through internal and external reviews. We encourage staff input and operate with an open approachable style of management.

## Our Suppliers

Our key supply chains are media suppliers, technology service providers and software service providers. Modern forms of slavery and human trafficking are not prevalent within these sectors that our suppliers operate. We believe due to the nature of our work; our supply chains and their industries are to be low risk, in terms of modern slavery.

We expect the same high standards as those to which we hold ourselves from the businesses with which we work with and have set terms and conditions with each supplier.

Signed: *Andrew McCutcheon*

Founder and CEO  
Title: .....

Date: .....18/04/19.....