

# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT (2019-2020)

## ABOUT SSE AUDIO

SSE Audio provides services to the live events industry, through manufacturing, selling and rental of quality sound equipment alongside the installation of integrated AV systems, working towards continual improvements. SSE is now a part of the Solotech Group who are global leaders in audio-visual and entertainment technologies, operating in North America, with the headquarters based in Quebec, Canada. SSE Audio is the largest UK supplier in this sector, with offices in the West Midlands, Greater Manchester, and London.

Our core activities are delivered by just under 200 employees based in the UK: developing, delivering and installing control systems and sub-contracting work to experienced event crew. Our business purpose is supplying audio systems for shows, events, tours and music concerts worldwide and for a wide variety of public venues including theatres, hotels, schools, clubs and bars. We also have specialist expertise in large scale audio installation projects and PA/VA (Public Address and Voice Alarm) systems.

## PURPOSE OF STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (“the Act”) and constitutes our slavery and human trafficking statement for the financial year 19/20. It applies to all legal entities that form part of The Solotech UK Group: SSE Audio, Wigwam Acoustics, Capital Sound and BCS Audio.

## OUR SUPPLY CHAINS

Our procurement activities take place predominantly in the UK, with two main suppliers in Europe, our freelance sub-contracted crew are predominantly UK based. We engage with a wide variety of organisations for a broad range of goods and services which are primarily commercial, corporate and live events related, but also to meet some more specialist requirements for integrated projects.

Some of our supplier’s subcontract work or rely on recruitment agencies to supply permanent or temporary employees. We currently recruit through our HR team and do not subcontract employment to recruitment agencies. Whilst we consider that the risk in our supply chains is low, we recognise that no supply chain can be considered entirely risk-free.

Our robust tendering process and due diligence ensures we engage with reputable contractors and suppliers who adhere to all appropriate legislation, regulation and practices. Partnered with our long-standing client relationships with production teams, our contract management arrangements help us ensure they maintain the standards required, including the prevention of slavery and human trafficking.



## COMMITMENT TO PRINCIPLES OF THE ACT

SSE Audio is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an employer promoting equal opportunities, we are committed to creating and ensuring a non-discriminatory and inclusive working environment. SSE Audio promotes an open and honest environment, encouraging staff to be transparent on business processes or management of people without any risk to themselves / employment.

Our onboarding process is designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any bullying, harassment or grievances once in employment. SSE Audio does not enter into business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

All employees are provided with a clear contract of employment, which complies with local legislation. All employees are treated in a fair and equal manner and with dignity and respect. All applicable employment laws on employee wages, benefits, working hours and minimum age are adhered to in all countries of operation, without any unauthorised deductions.

SSE Audio maintains the following policies which are accessible to all staff via the Company intranet:

- Code of Conduct
- Whistleblowing policy
- Bullying and Harassment policy
- Equality, Diversity & Inclusion policy
- Recruitment and Selection policy
- Anti-bribery and anti-corruption policy
- Conflict of Interest policy
- Grievance, Disciplinary and Bullying policy
- Code of Conduct for members and staff

## DUE DILLIGENCE

The principles will continue to be embedded by the following activities:

- Provide awareness training to HR staff and senior management on the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking across any area of the organisation
- Ensure that consideration of the modern slavery risks and prevention are added to all relevant Company policies
- Continue to take action to embed a zero-tolerance policy towards modern slavery
- Ensure that staff involved in buying/procurement and the deployment of sub-contracted freelance workers are aware of ethical employment practices

This statement has been approved by the SSE UK Groups Directors and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2020. This statement will be reviewed and updated annually.

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