

# RMG

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

### INTRODUCTION

This statement is made on behalf of RMG and relates to The Modern Slavery Act 2015. RMG has a zero tolerance approach to modern slavery of any kind within our operations and supply chain. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Our employees are encouraged to report concerns and management are expected to investigate, and where necessary act upon, these concerns.

### OUR BUSINESS AND SUPPLY CHAIN

We are home to the UK's largest and highest quality portfolio of UK and Irish horseracing. Using our own in-house state of the art production facility, we provide high quality programming to our consumers and partners.

In recent years sustainable and ethical principles have become increasingly important to us which are reflected in our supply chain, through initial work done on our values project. Our products and services are primarily sourced via UK providers. We also have joint ventures with key providers. We expect the joint venture managements to share our intolerance on Modern Slavery and Human Trafficking.

### POLICIES AND CONTRACTUAL CONTROLS

Relevant internal policies include Environmental, Health & Safety, Equal Opportunities, Sustainability, Bullying and Harassment, and Purchasing amongst others and provide a means of raising concerns, and as appropriate redress without fear of reprisal. Our management structure ensures that we can directly implement our policies and procedures, conduct appropriate training and monitor compliance.

### FURTHER STEPS

We are working towards mapping the supply chain to assess risk and developing strategies to manage risk.

Our objective is to ensure our supply chain meets these expectations:

- Employment is freely chosen
- Freedom of association and right to collectively bargaining respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Working hours are not excessive
- No discrimination is practiced
- No harsh or inhumane treatment is allowed

Additionally, workers must not pay deposits for work and employers must not keep originals of identity documents.

Our long term target is to ensure all our suppliers meet these standards by complying with this criteria.

Notwithstanding this requirement, our suppliers often have their own complex supply chains and consequently, it is challenging to monitor or control the working conditions of individual suppliers. However we are keen to reduce supply chain complexity to more easily identify and mitigate risk as the policy develops.

#### **ASSESSMENT OF EFFECTIVENESS IN PREVENTING MODERN SLAVERY**

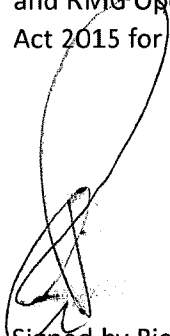
We understand that Modern Slavery risk is not static and will continue to mitigate this risk on an on-going basis.

In addition we will review and assess the effectiveness of our policy annually and take appropriate action, if required.

Areas for consideration:

- Employee training levels
- Supply chain communication
- PO document to include MSA agreement from suppliers

This statement has been approved by the boards of directors of Racecourse Media Group Limited and RMG Operations Limited and is made in accordance with Section 54 (1) of the Modern Slavery Act 2015 for the financial year to 31st December 2018.



Signed by Richard FitzGerald, CEO of Racecourse Media Group Limited and RMG Operations Limited

Date: 10 March 2019