

HALO Modern Slavery Statement

January 2026

A) Organisation

This statement applies to Halo Lighting Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the current financial year.

B) Definitions

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

C) Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in all cases exceeds those minimums in relation to its employees.

D) Organisational Structure

Halo Lighting Ltd provides professional event services and equipment hire throughout the United Kingdom. Our services include:

- Audio Visual equipment hire
- Professional lighting systems
- Audio systems
- Special effects equipment
- Event production and technical management
- Equipment installation and operation
- Equipment transportation and logistics
- Warehouse operations

- Equipment maintenance and servicing
- Our workforce includes permanent employees, temporary staff, freelance technicians, contractors and approved suppliers.

We mainly operate from one centralised office and warehouse in Central London where the majority of our employees are based. We additionally have two smaller warehouses based in North London which contains some of our equipment and some employees predominantly work there.

The labour supplied to the Organisation in pursuance of its operation is carried out in the United Kingdom.

E) Supply Chain Structure

In order to fulfil its activities, the Organisation main supply chains include those mainly related to the following:

- Audio visual equipment manufacturers
- Lighting and special effects manufacturers
- Electronic equipment distributors
- Freight and logistics providers
- Vehicle leasing and transport companies
- Warehousing providers
- PPE and workwear suppliers
- Office suppliers
- IT equipment and software providers
- Cleaning contractors
- Recruitment agencies
- Venue partners
- Subcontracted technical labour

Whilst the majority of our suppliers are based within the UK and Europe, we recognise that many products are manufactured globally, including in countries where the risk of labour exploitation may be higher.

F) Organisational Policies

The Organisation has the following policies which further define its stance on modern slavery:

To support our commitment, we operate policies including:

- Ethical Business Conduct Policy
- Anti-Bribery and Corruption Policy

- Equal Opportunities Policy
- Recruitment and Selection Procedure
- Whistleblowing Policy
- Health and Safety Policy
- Supplier Approval Procedure
- Procurement Policy
- Code of Conduct
- Grievance Procedure
- Disciplinary Procedure

These policies are reviewed regularly to ensure they remain effective and compliant with current legislation.

G) Assessing and Managing Risk

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist regarding the following factors:

We assess modern slavery risks across our business and supply chain, considering factors such as:

- Geographic location of suppliers
- Nature of goods and services supplied
- Labour-intensive manufacturing
- Use of temporary or agency labour
- International sourcing
- Recruitment practices
- Historic supplier performance
- Industry-specific risks

The areas considered to present the greatest potential risk include:

- Overseas manufacturing of electronic equipment
- Imported cables and accessories
- Temporary labour providers
- International freight services
- Subcontracted installation services

At present, we consider the overall risk within our direct operations to be low due to the nature of our workforce management and employment practices.

H) Due diligence in relation to modern slavery

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

As part of our supplier approval process, where appropriate we:

- Assess new suppliers before engagement.
- Prioritise suppliers with recognised ethical standards.
- Obtain supplier declarations where appropriate.
- Review supplier performance periodically.
- Investigate any concerns raised.
- Monitor supplier compliance with contractual obligations.
- Consider ethical performance during procurement decisions.

Higher-risk suppliers may be subject to additional review.

I) Training

The Organisation provides the following training to staff to effectively implement its stance on modern slavery:

Appropriate employees receive training covering:

- Understanding modern slavery
- Identifying warning signs
- Ethical procurement
- Responsible recruitment
- Reporting concerns
- Supplier management
- Company policies

Managers involved in procurement and recruitment receive additional guidance to help identify higher-risk situations.

J) Monitoring and evaluation

The Organisation monitors the effectiveness of our approach through:

- Annual policy reviews
- Supplier reviews

- Procurement monitoring
- Staff training completion rates
- Whistleblowing reports
- Recruitment compliance checks
- Internal audits
- Management review meetings

Where improvements are identified, corrective actions are implemented and monitored.

K) Steps

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- measures in place to identify and assess the potential risks in its supply chains
- undertaking impact assessments of its services upon potential instances of slavery
- creating action plans to address risk to modern slavery
- we have embedded a zero-tolerance policy towards modern slavery in our organisation

L) Future Commitments

During the next reporting period, Halo Lighting Ltd aims to:

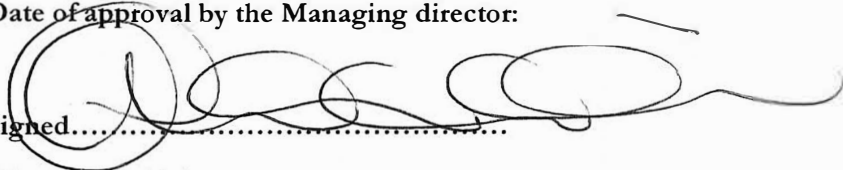
- Continue reviewing higher-risk suppliers.
- Strengthen supplier due diligence processes.
- Increase employee awareness through refresher training.
- Review procurement documentation to include modern slavery expectations.
- Monitor legislative developments and update company policies where required.
- Continue promoting ethical business practices throughout the organisation.

M) Modern Slavery Compliance Officer

The organisation has a Modern Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval by the Managing director:

Signed.....

[Name and title]

Date.....20/01/26