

Modern Slavery and Human Trafficking Statement (financial year 2020-21)

March 2021

Introduction:

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and outlines the steps we have taken at Framestore and intend to take going forward to review and assess our supply chains and operations and mitigate any risk of human trafficking or slavery. We are committed to conducting our business ethically and responsibly.

Framestore as an organisation:

Founded in 1986, Framestore is an Oscar-winning creative studio that uses innovative talent and technology to create high-end images for every platform. Framestore partners with clients ranging from Hollywood studios through to advertisers, ad agencies, production companies and video game developers. In addition to being recognised for its globally celebrated visual effects, Framestore has more recently made its name as an innovator in the digital space by focusing on the immersive engagement potential of interactive visual effects.

Organisational Structure:

Across Framestore we have approx. **3000** employees based in the UK, USA, Canada, and India.

The organisation currently operates in the following cities:

- London
- New York
- Los Angeles
- Chicago
- Montreal
- Mumbai, India

Our Approach:

Framestore takes a zero-tolerance approach to slavery and human trafficking. We do not tolerate slavery or human trafficking in our organisation or in our supply chain.

We will never knowingly deal with any organisation which is connected to slavery or human trafficking. Given the nature of the services we provide, we consider that we are at low risk of exposure to slavery and human trafficking. We are not aware of any areas of our operations and supply chain likely to lead to a breach of the Modern Slavery Act 2015. It is Framestore's policy to conduct all of its business in an honest, transparent and ethical manner.

Our clients agree in our client agreements to adhere to all relevant UK legislation including the Modern Slavery Act.

We tend where possible to build long term relationships with our key suppliers in all locations. We expect our suppliers to act at all times in adherence to the principles of this statement and the Modern Slavery Act.

Our Policies:

Framestore operates a number of policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Ethical Complaints and Whistleblowing policy** - The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can contact Anne Murphy, Human Resources Director anonymously if preferred to raise a concern.
- **Anti-Bribery and Corruption Policy** - Framestore is committed to conducting all of its business activities in an honest and ethical manner. Framestore takes a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly, honestly and with integrity in all our business dealings and relationships and in implementing and enforcing effective systems to counter bribery wherever we operate.
- **Grievance Policy and Procedure**
- **Fair Treatment at Work Policy** - Framestore employees receive no less than the prescribed minimum wage and we apply robust immigration checks and expect the same standards from all our customers and suppliers.

Awareness Raising:

The company has drawn the attention of employees who work with third party suppliers to a number of online guidance relating to modern slavery and human trafficking activities in the UK, including at www.globalslaveryindex.org.

Employees are also aware of where they can obtain external help for example through the Modern Slavery Helpline www.modernslaveryhelpline.org or Ph.: 0800-0121-700. Posters are displayed throughout the office and information shared on the Intranet with employees.

For the next financial year:

We will continue to enhance our processes and procedures to ensure we are preventing and mitigating any risks of modern slavery in our existing and new suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2022.

This statement was approved by Senior Management on 29 March 2021 for and on behalf of Framestore Limited.

Signed



William Sargent
Chief Executive Officer