

Anti-Trafficking and Modern Slavery Policy

Review Date: June 2026

This policy relates to Let Me Play Ltd, Inspire ATA Ltd and LMP Action C.I.C, known as “LMP Group” or “the company”. The policy applies to all three companies and is the standard by which we adhere to.

Introduction

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

LMP Group is committed to acting ethically and with integrity in respect of all its business activities. We adopt a zero-tolerance approach to modern slavery and human trafficking throughout all of our business dealings and we expect our suppliers and relevant stakeholders to adopt a similar approach. In doing so, we endorse full compliance with relevant laws through the implementation and promotion of ethical business practices to protect workers from being exploited both within LMP Group and its supply chains.

This statement, which is made pursuant to Section 54(1) of the Modern Slavery Act 2015 outlines the potential risks and significant steps adopted by the company to ensure that modern slavery or human trafficking does not occur in LMP Group and/or any of our supply chains.

Scope

This policy applies to all persons working for LMP Group or on the company’s behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, third part representatives and suppliers.

LMP Group strictly prohibits the use of modern slavery and human trafficking in our operations. The company have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within the company or operations. LMP Group expect that suppliers will hold their own suppliers to the same high standards.

Procedures

LMP Group shall be a company that expects everyone working with or on the company’s behalf to support and uphold the following measures to safeguard against modern slavery:

1. A zero-tolerance approach to modern slavery in the company and supply chains.
2. The prevention, detection and reporting of modern slavery in any part of the company is the responsibility of all employee’s working for LMP Group or on the

company's behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.

3. LMP Group are committed to engaging with stakeholders and suppliers to address the risk of modern slavery in the company's operations and supply chain.
4. LMP Group take a risk-based approach to our contracting processes and keep them under review. The company assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in contracts with third parties. Using a risk-based approach, LMP Group will also assess the merits of writing to suppliers requiring them to comply with the company's Code of Conduct, which sets out the minimum standards required to combat modern slavery and trafficking.
5. Consistent with LMP Group's risk-based approach the company may require:
 - employment and recruitment agencies and other third parties supplying workers to LMP Group to confirm their compliance with the Code of Conduct
 - Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the Code.
6. As part of LMP Group's ongoing risk assessment and due diligence processes, the company will consider whether circumstances warrant carrying out audits of suppliers for their compliance with the company's Code of Conduct.
7. If LMP Group discover that other individuals or organisations working on the company's behalf have breached this policy, LMP Group will take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.

Relevant Policies

LMP Group has several policies in place, which outline the company's approach towards the identification of modern slavery and human trafficking risks and any necessary steps to be taken to prevent slavery and human trafficking in its operations. These policies include:

Whistleblowing Policy – The company encourages all its employees, workers or customers to report any concerns regarding any circumstances which may give rise to an enhanced risk of slavery or human trafficking. LMP Group's Whistleblowing Policy enables workers to disclose information confidentially. For further information on this policy please refer to the full Whistleblowing Policy.

Equal Opportunities Policy – The company provides a fair and equal working environment that is free from all forms of discrimination in all areas of employment. All employees are treated fairly with regard to protected characteristics; race, religion and belief, pregnancy and maternity, sex, marriage and civil partnership, disability, gender-reassignment, age, and sexual orientation. For further information regarding this policy, please refer to the full Equal Opportunities Policy.

Employee Code of Conduct – The company’s code of conduct outlines to employees the actions and behaviour expected of them when representing the company. LMP Group strives to maintain the highest standards of employee conduct and ethical behaviour in all aspects of its business and supply chain.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in any part of its business or supply chain, LMP Group offers staff within the company the opportunity to attend awareness training regarding modern slavery and human trafficking [this will be in the form of hot topic sessions/ CPD refresher training].

The company’s modern slavery and human trafficking training includes:

- How to identify the signs of modern slavery or human trafficking;
- The procedure to be followed if modern slavery or human trafficking is suspected;
- How to escalate potential modern slavery or human trafficking concerns to the necessary individuals within the company.

Continual Improvement

The Company will regularly review and develop its policies, procedures, systems and controls aimed at ensuring that modern slavery is not taking place anywhere within the company or operations. LMP Group expect that suppliers will hold their own suppliers to the same high standards to ensure it remains committed to preventing slavery and human trafficking in any part of our business or our supply chain.

LMP Group has not been informed of any incidents of slavery or human trafficking during the year, however, will investigate any allegations should they arise and take necessary action accordingly.