

## MODERN SLAVERY STATEMENT

### ORGANISATION

Timeline is a market-leading provider of broadcast technology and services. Our portfolio includes UHD HDR outside broadcasts, remote production, post-production, RF and satellite, managed services and system integration. We are trusted by some of the biggest brands in the UK and international television market including the BBC, ITV, Channel 4 and TNT Sport. Timeline deliver technical and creative facilities for programmes as diverse as live music and awards shows, political conferences, global and domestic sporting competitions, light entertainment and current affairs.

### ORGANISATIONAL STRUCTURE

The company is led by a Board of three Directors and they are supported by an additional five Heads of Department who collectively make up the Senior Management Team.

Timeline Television's offices are located in the United Kingdom. Our primary location is in Ealing broadcast centre London but we also operate out of facilities in Greenford, Soho and Media City Manchester. Our employee population is dispersed across these locations.

### DEFINITIONS

Timeline Television 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.

### COMMITMENT

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

Timeline Television 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 Timeline Television in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Timeline Television strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

## **SUPPLY CHAINS**

In order to fulfil its activities, Timeline Television's main supply chains include those related to:

Supply of Cameras, monitors, lenses, tripods, camera mounts, technology consumables such as cables and connectors, computer systems and truck components. The suppliers of these items are primarily based in the UK but recognise these first tier suppliers may also have contracts with lower tier suppliers.

Supplying candidates for vacant job roles at Timeline whether for employees or freelancers

## **POTENTIAL EXPOSURE**

In general, Timeline Television considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## **STEPS**

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

Timeline Television 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.

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

## **KEY PERFORMANCE INDICATORS**

Timeline Television has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in Timeline Television or its supply chains.

- Auditing our supply chains on a regular basis to assess potential risks
- Continue education of those employees who are responsible for our supply chain
- Ensure recruitment and employment practices continue to meet with equal opportunities legislation and the Modern Slavery Act

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.....22/01/24.....**

**Signed D. MCDONNELL CEO**