

# Modern Slavery & Human Trafficking Statement

(04.26) v1.0

## Our Commitment

Glyndebourne Productions Ltd is committed to preventing modern slavery and human trafficking in all areas of our Company and supply chains. We take a zero tolerance approach to exploitation and are committed to acting ethically and with integrity in all our business relationships.

## About Us

Glyndebourne is a UK based Opera company, delivering performances, events and creative productions. Our work involves a diverse network of employees, freelance artists, contractors and suppliers across the UK and internationally.

## Our Supply Chains

Our supply chains include a range of goods and services that support our productions and operations, such as:

- Production and technical services
- Costume, set and design materials
- Catering, hospitality and facilities services
- Professional and administrative services

We recognise that certain areas may carry a higher risk of modern slavery, particularly where supply chains are complex or involve labour intensive work.

## Our Approach & Due Diligence

We take proportionate steps to identify and manage risks by working with reputable suppliers and carry out risk based due diligence and reviewing relationships where concerns arise.

## Policies & Governance

We support our commitment through internal policies, including:

- Modern Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Recruitment and employment practices that promote fair and lawful treatment

These policies help ensure that concerns can be raised and addressed appropriately.

# GLYNDEBOURNE

## Training & Awareness

We raise awareness of modern slavery risks through relevant training and guidance, particularly for employees involved in recruitment, procurement and supplier management.

## Reporting Concerns

We encourage anyone working with or for Glyndebourne to report concerns about modern slavery or unethical practices. Concerns can be raised through management or via our Whistleblowing Policy and will be treated seriously and sensitively.

## Assessing our Impact

We monitor the effectiveness of our approach through any concerns raised by employees, the public or law enforcement, alongside factors such as training, awareness and access to reporting mechanisms. We recognise that a lack of reports does not necessarily mean there is no risk and we are committed to maintaining a culture where concerns can be raised and addressed appropriately.

## Monitoring & Effectiveness

We are committed to continually reviewing and improving our approach. This includes monitoring risks, reviewing our policies and taking action where needed to strengthen our safeguards.

## Approval

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes Glyndebourne Productions Ltd's modern slavery statement for the financial year ending 31 December 2026.

It has been approved by the Board of Glyndebourne Productions Ltd.