Modern Slavery and Human Trafficking Statement

Overview

Liverpool Experience Campus Ltd ("**LEX**") manages Liverpool's world class event campus, home to the Convention Centre, Exhibition Centre, The Auditorium and the M&S Bank Arena, as well as ticketing agency Ticket Quarter. We have successfully staged a wide array of national and international events, from shows and conventions to business gatherings and showcase exhibitions, developing our offering over the last decade into that of a world class provider of venue and event services.

LEX is a limited company with Liverpool City Council acting as our sole shareholder. We operate with a Board of Directors, including non-executive directors and employ approximately 185 members of staff.

LEX has a zero-tolerance approach to any form of modern slavery and human trafficking and is committed to acting ethically and with integrity and transparency in all our business dealings. We are also committed to ensuring there are appropriate systems and controls in place to ensure there is no modern slavery and human trafficking in any part of our business or across our supply chain.

This statement sets out the actions that LEX has taken, and continues to develop and progress, to demonstrate our commitment.

Ethical Charter

In 2023, LEX created an Ethical Charter with the purpose of providing a benchmark on how we do business, how we work with others and how we make decisions. As part of this Ethical Charter, we state our responsibilities towards the people we employ, the customers we serve, the service partners and sponsors we work with, our visitors, clients, the local community, and our suppliers. We also state our alignment to the principles in the Liverpool City Region's Fair Employment Charter. This means we encourage our service partners and suppliers to also adopt the principles of this Charter which, in summary translates to being considerate of and safeguarding the people we employ and how we look after them and ensuring our supply chain commits to the same principles for their people.

Supply Chain

LEX expects our service partners, sponsors and suppliers to have a zero-tolerance approach to any form of exploitation and to be able to demonstrate and support the eradication of modern slavery including any forms of servitude, human trafficking or forced labour.

LEX's Procurement Team support the business when engaging new suppliers to ensure all appropriate checks are undertaken. Our Procurement Policy specifies the use of tendering procedures that are compliant with public sector procurement legislation which includes the Government's standard selection questionnaire when evaluating suppliers. A number of mandatory requirements are specified within the questionnaire including annual reporting of adherence with the Modern Slavery Act 2015 ("the Act) for relevant commercial organisations.

LEX's terms and conditions for contracts also contain clauses requiring our suppliers to comply with all relevant legislation including the Act or risk the potential termination of their contract. As part of our due diligence processes when engaging new suppliers, all suppliers (including their employees, agents, sub-contractors, etc.) responsible for providing products or services to the ACC Liverpool Group are required to be fully compliant with the Act.

On occasion, LEX will contract with a supplier under the supplier's own terms and conditions. We are committed to ensuring when this occurs, the supplier is able to demonstrate their adherence to the Act and provide evidence of their due diligence, audit and reporting procedures.

Internal Policies and Our People

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

Recruitment and Selection Policy

All employees should be free to choose who they take employment with and be free to leave their employment with reasonable notice. We operate a robust recruitment process, including conducting eligibility to work in the UK checks for all directly employed employees, and agencies on approved frameworks are audited to provide assurance that pre-employment clearance has been obtained for agency staff, to safeguard against human trafficking or individuals being forced to work against their will.

All employees recruited to LEX are provided with a clear contract of employment, in compliance with UK legislation which includes information on statutory rights such as sickness and holiday pay, along with any other benefits they are entitled to.

Equal Treatment and Opportunities

All employees should be treated in a fair and equal manner, with dignity and respect. We have a range of controls to protect employees from poor treatment and/or exploitation, which comply with all respective laws and regulations. These include provision of fair pay rates, fair terms and conditions of employment, and access to training and development opportunities.

Whistleblowing Policy

LEX encourages individuals to raise any concerns that they may have regarding wrongdoing, illegal or dishonest company practices by employees, workers or third parties associated with LEX and provides a whistleblowing policy that is accessible to all employees of the LEX. If employees believe or have any worries or concerns of if they believe they have identified signs of modern slavery or human trafficking in the business or any of our supply chains they can raise their concerns with the support and protection of this policy. Disclosures will be investigated thoroughly and promptly.

Conduct and Behaviour Policy

This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

LEX looks to continuously improve awareness of all relevant legislation across the business. A Modern Slavery Awareness e-learning training module is in the pipeline which will ensure all employees have an appropriate level of understanding of the risks involved and how these can occur within our business and through our supply chain.

The content of this statement will be reviewed annually by the Procurement Team. For further information, or to discuss any of the details included in the statement, please email procurement@lexliverpool.com

Liverpool Campus Experience Ltd

April 2026