

TEAM LEWIS

PREVENTION OF MODERN SLAVERY STATEMENT

This statement has been published by LEWIS Communications (Holdings) Limited ("TEAM LEWIS") pursuant to section 54(1) of the United Kingdom's Modern Slavery Act 2015 and outlines the actions we are taking to ensure neither Modern Slavery nor Human Trafficking is taking place within TEAM LEWIS' business and supply chains.

1. TEAM LEWIS' business activities

TEAM LEWIS is the holding company of a group of companies providing global marketing services. Further details regarding TEAM LEWIS and its services are available at www.teamlewis.com.

TEAM LEWIS operates in EMEA, US and APAC, employing approximately 550 skilled professionals. TEAM LEWIS considers the risk of modern slavery within its business to be low, but continues to monitor its operations and supply chain.

2. Modern Slavery and other policies

TEAM LEWIS has adopted a comprehensive Code of Conduct with commitments against modern slavery, which apply to its employees, clients and suppliers. This Code demonstrates TEAM LEWIS' efforts to combat modern slavery practices and ensures compliance with minimum standards for clients and supply chain partners.

In addition to this, TEAM LEWIS operates a range of separate internal policies to ensure it conducts business in an ethical and transparent manner. These policies are reviewed on an annual basis and updated where necessary. All employees and directors are required to comply with internal company policies.

TEAM LEWIS holds a strong EcoVadis sustainability rating, demonstrating a structured approach to corporate responsibility, especially in labour and human rights. This rating highlights our commitment to fair working conditions, respect for employee rights, and thorough due diligence in our operations and supply chain. Transparent governance and measurable sustainability outcomes further support these efforts.

3. TEAM LEWIS' supply chains and due diligence

Due to the nature of its services, TEAM LEWIS' supply chain is not extensive and remains low risk to modern slavery. Its supply chain includes suppliers providing goods and services for the operation of the company, such as property landlords and associated facility management services (including cleaning and catering), professional services, legal advisors, auditors and insurance brokers, utilities and IT services.

TEAM LEWIS also works closely with local agencies in the provision of marketing and communications related services. These agencies go through a detailed due diligence process, with their governance and output evaluated over consecutive periods. If successful, they are onboarded as a TEAM LEWIS partner. Minimum expectations are then set out covering labour practices, human rights and anti-bribery and corruption.

Risk assessments are conducted based on the supplier's location and the goods or services it provides. If any concerns are identified, TEAM LEWIS will undertake a more in-depth

assessment of the supplier's modern slavery risk profile. This includes detailed searches on the company and its directors, alongside tailored questions on the supplier's governance structure and modern slavery commitments.

4. Remediation

TEAM LEWIS identifies and evaluates any risks related to modern slavery through a comprehensive supplier onboarding process and internal audits where necessary.

If modern slavery is identified, TEAM LEWIS will take remedial actions, such as enforcing contractual rights (such as immediate contract termination for non-compliance with anti-slavery laws) and implementing training, performance management, or disciplinary measures for employees.

In addition, TEAM LEWIS has a robust whistleblowing mechanism in place through which employees can raise any concerns.

5. Training

TEAM LEWIS identifies and addresses the risks in both its organisation and supply chain and provides mandatory external training on modern slavery for all employees.

6. Combatting Modern Slavery

No incidents of Modern Slavery were reported or identified in TEAM LEWIS' operations or supply chain during the reporting period.

7. Further actions

TEAM LEWIS' Foundation continues to invest heavily in its employee-led charity initiative through which financial and non-financial support is provided to charities with a social and environmental cause. It also collaborates with regional and international organisations, such as the Cherie Blair Foundation for Women and The Music Man Project, to support wider efforts to drive social change more globally.

Approval

This statement was considered and approved by the Board of Directors of TEAM LEWIS on 24 June 2026. LEWIS Communications (Holdings) Limited financial year ends 31 July 2026.

Signature



Name

Date

24 June 2026

Chris Lewis