AC Modern Slavery Policy

Our commitment

Audience Collective is committed to acting ethically and responsibly. Modern slavery, human trafficking, forced labour and exploitation have no place in our business or supply chain.

We expect the same standards from everyone who works with us, including employees, workers, freelancers, contractors, recruitment partners and suppliers.

This policy applies across Audience Collective and our UK agency brands. It is non-contractual and may be updated to reflect changes in law, guidance or business needs.

Recruitment

We recruit people fairly and responsibly. We:

- complete the required right to work checks before employment starts;
- provide clear information about roles and employment terms;
- do not charge people fees to secure employment with us;
- do not retain passports or identity documents;
- use reputable recruitment partners and expect them to follow responsible recruitment practices; and
- remain alert to signs that someone may be exploited, controlled, coerced or forced to work.

Pay & working conditions

We are committed to providing fair and lawful working conditions.

We:

- pay employees in line with applicable UK legal requirements;
- provide clear information about pay, working hours and employment terms;
- do not make unlawful deductions from pay;
- support a safe and respectful working environment; and
- do not tolerate forced labour, intimidation, threats or restrictions designed to prevent someone freely leaving their employment.

We expect suppliers, contractors and other partners working with us to meet applicable employment and modern slavery legislation and to treat people fairly and responsibly.

Speak up

Everyone has a responsibility to speak up if they suspect modern slavery, human trafficking or exploitation.

Concerns can be raised with:

- your line manager;
- the People Team;
- another senior manager; or
- through our Speaking Up Policy.

Anyone raising a genuine concern will be supported and will not be subjected to retaliation or unfair treatment for speaking up.

Management responsibility

Managers are responsible for:

- promoting fair and responsible working practices;
- being alert to potential signs of exploitation;
- raising any concerns promptly with the People Team; and
- ensuring concerns are taken seriously and handled appropriately.

The Group People Team is responsible for supporting managers and the business where concerns arise and for overseeing this policy.

Policy ownership & review

Policy owner: Group Head of People
Approved by: Group Board
Review: Annually, or earlier where there is a significant change in legislation, guidance or our business
Last reviewed: October 2026