



Modern Slavery and Human Trafficking Statement 2016

Olympia Limited, Olympia Management Services Limited and Olympia Car Park Limited (“Olympia London”) operates an exhibition and conference centre with car parking facilities at Olympia London, Hammersmith Road, Kensington, London W14 8UX.

Prior to 7 April 2017, Olympia London formed part of the Capital and Counties Properties PLC (“Capco”) corporate group. During 2016 compliance responsibilities in connection with all applicable laws and regulations were undertaken with the assistance of Capco. These are now undertaken and managed by Olympia London independently.

Olympia London is committed to combatting modern slavery, servitude, forced or compulsory labour and human trafficking in every part of its business and supply chains. This statement sets out Olympia London’s approach by describing the policy framework, due diligence and monitoring implemented to prevent all forms of modern slavery.

Our Approach

Olympia London’s Sustainable Development Policy and prior to 7 April 2017, Corporate Responsibility Policy contain our commitment to embedding high ethical standards throughout the business and to operating, as a minimum, in accordance with all applicable laws and regulations. We apply these high standards to our engagement with stakeholders, our approach to managing our environmental impacts, the quality of services and facilities we supply, our employment practices, procurement and corporate reporting. As outlined in our Anti-Corruption and Bribery Policy, we take a zero-tolerance approach to corruption and are committed to acting professionally, fairly and with integrity in all our business dealings.

Olympia London employees are expected to deliver their roles with integrity, following ethical business practices in line with Olympia London’s approach to corporate responsibility. This includes awareness of the risk of breaches of human rights, including modern slavery, forced labour and human trafficking. A range of HR policies and procedures support the recruitment and management of employees in a fair and positive manner. We operate a Whistleblowing Policy to encourage staff, and those affiliated with the business, to report any suspected wrongdoing, in the knowledge that their concerns will be taken seriously and investigated in confidence.

Our Employees

Due to our existing policies and procedures, we believe that there is minimal risk of modern slavery incidences relating to the recruitment and management of Olympia London’s directly employed employees.

Our Supply Chain

As a leading exhibition, event and conference venue, we procure a wide range of goods, services and works to support the delivery of our venue and business strategy. Olympia London considers that the highest potential risk areas in relation to modern slavery are in its supply



chain. To mitigate the risks that could be associated with our business and our supply chain, Olympia London has put in place policies, procedures and processes to avoid incidences of modern slavery and human trafficking.

Olympia London has a Procurement Policy and procedure to support employees in achieving best value and minimising risk when procuring goods, services and works. This incorporates a Supply Chain Policy which sets out the ethical standards we require our suppliers to uphold and specifically addresses modern slavery and human trafficking. Should we believe that a supplier is not undertaking adequate action to prevent modern slavery or human trafficking, or is practising in breach of Olympia London's policies or legislation, then the relationship with the supplier would be terminated.

Activities To Date

Olympia London is committed to being transparent with suppliers, to operating in a collaborative manner and to improving our suppliers' understanding of ethical and responsible business. In the year ended 31 December 2016 certain activities were undertaken with the assistance of Capco when Olympia London formed part of the Capco corporate group. Where necessary, these are now undertaken and managed by Olympia London independently:

- Collaborated with industry experts to complete a risk assessment of our supply chain to identify and better understand where the potential greatest risk of modern slavery may occur.
- Requested (and continue to request) potential high-risk suppliers to respond to a Modern Slavery Act questionnaire. Responses were assessed and where a supplier response has been found to be limited, we have sought (and continue to seek) to engage with them further to encourage and understand their planned activities to prevent, manage and mitigate the risks of modern slavery within their supply chain.
- Updated our Supply Chain Policy; and since 7 April 2017, created a new Supply Chain Policy to include specific reference to modern slavery forming part of our Procurement Policy.
- Extended our Whistleblowing Policy to state that suspected modern slavery violations can also be reported via the whistleblowing hotline.
- Completed a review of Olympia London's standard Terms & Conditions to ensure that all suppliers who engage with Olympia London are required to comply with all current legislation.

To date, Olympia London has identified no occurrences of modern slavery or human trafficking in our supply chains.

Future Activities

Olympia London aims to build on the work to date, with the following activities intended for 2017:

- Continue to follow up supplier responses to modern slavery questionnaires and continue to monitor high risk supplier list.
- Include consideration of prospective suppliers' approach to combatting modern slavery within the Procurement Policy (incorporating our Supply Chain Policy) and tender review process.



- Provide training on modern slavery and human trafficking to relevant managers.
- Communicate information about modern slavery and human trafficking to the wider business via trained managers, company intranet and internal information cascade.

Training

Training on modern slavery and human trafficking will be provided to relevant employees and information will be provided to all employees via trained managers, company intranet and internal information cascade.

Evaluating Performance

Whilst we believe that the risk of modern slavery within our direct operations is low, we recognise the need to set best practice standards for our supply chain and to regularly monitor and evaluate their performance. In the year ahead we will continue to raise the awareness of modern slavery to our employees and suppliers.

Approval

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 'Transparency in Supply Chains' (the "Act") and constitutes Olympia London's modern slavery and human trafficking statement for the financial year ended 31 December 2016. This Statement was approved by the Olympia London Board on 4 July 2017.

Yvonne Denyer
Group Finance Director
Olympia London

There is a link to this statement on the Olympia London website and a copy is available upon written request.