

# MODERN SLAVERY STATEMENT

Financial Year End 31-Mar-19

## INTRODUCTION

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the 'Act') and outlines the steps we have taken and intend to take going forwards as an organisation to assess our operations and supply chains and mitigate any risk of slavery and human trafficking. DNEG is committed to conducting business ethically and responsibly and tackling slavery and human trafficking wherever we can.

## OUR ORGANISATION

Founded in 1998, DNEG is one of the world's leading visual effects, animation and stereo conversion companies for feature film and television. We have won the Academy Award for Best VFX five times and have around 5,400 employees operating from nine studios in London, Vancouver, Mumbai, Los Angeles, Chennai, Montreal, Chandigarh, Hyderabad and Goa. We have always focused on building close working relationships with filmmakers. We thrive on collaboration and the creative energy this provides, and we are dedicated to delivering excellence on every project we are involved with.

Our modern slavery risk is associated with people within our operations and supply chain around the group. We are in the process of assessing our salient risks and will work closely with suppliers to mitigate risks that may arise. There have been no reported incidents of modern slavery in this financial year.

## OUR SUPPLY CHAIN

DNEG uses a wide range of suppliers in all locations that supply facilities, training and hardware. The majority of our spending is focused on utilities, hardware and software purchasing.

We are committed to continuously improving our practices to identify and eliminate any slavery and human trafficking in our business and supply chains, and to act ethically and with integrity in all of our business relationships.

## OUR OPERATIONS

DNEG has a number of policies that aim to minimise the risk of modern slavery in our supply chain and our employee base. These include the Whistleblowing Policy. The Company encourages all individuals to raise any concerns that they may have about the conduct of others in the business or the way in which the business is run. This policy sets out the way in which individuals may raise any concerns that they have and how those concerns will be dealt with.

We are developing a new suite of policies that will refer to Modern Slavery, the risks associated with it and guidance for employees on how to identify risks, and what to do if they identify any.

## DUE DILIGENCE

We build long-standing relationships with local suppliers and ensure our expectations, standards and requirements for conducting business with DNEG are clear.

We continue to closely monitor suppliers we believe present the greatest risks in our supply chain and are further developing our due diligence to formalise our risk identification procedures and practices.

## TRAINING

Our procurement team provides support and guidance to those teams who have direct responsibility for relevant supply chains. We will continue to look into further training over the next year to ensure that purchasing managers understand the risks associated with modern slavery.

## LOOKING AHEAD

Over the course of the next financial year we will continue to enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.



**Namit Malhotra**

Chairman and Chief Executive Officer, DNEG

17 May 2019