

Modern Slavery Act Statement

Company Overview

Indicia Worldwide, a brand name of Konica Minolta Marketing Services Ltd (KMMS), is an intelligence-led, data driven communication agency, with global production capability. We are probably the only global activation agency combining marketing effectiveness and production efficiency with the help of proprietary technology. Which translates into improving the effectiveness of any marketing campaign (ROI) through the use of customer insight (data) while generating savings from marketing production for reinvestment.

We provide services for clients in 40 countries across EMEA, APAC and North America. The company provides strategic procurement solutions for marketing services, while adding value and reducing costs. We strive to understand clients' marketing goals – using this insight to deliver cost-effective, innovative and sustainable brand management solutions. The company's core areas of expertise are marketing procurement, marketing production and customer engagement.

In compliance with the Modern Slavery Act 2015, KMMS offers the following statement regarding its efforts to prevent slavery and human trafficking within its organisation and supply chain.

Our policy and commitment

KMMS has zero tolerance for slavery and human trafficking amongst our directly employed workforce or any employees in our supply chain. We expect all those in our supply chain and contractors comply with our values. Victims of modern slavery experience some of the most severe breaches of human rights in the world today. This is irreconcilable with our values. We are committed to tackling this crime through effective due diligence and risk assessment, raising awareness of modern slavery and collaborating with our supply chain to protect the most vulnerable groups of people. Following a review, we can confirm the following:

KMMS employees:

- All KMMS employees are on full written conditions of employment that have been checked for compliance with the Act
- All KMMS employees are paid at or above the 'Living Wage'
- No casual labour is entertained within the company
- Unpaid work experience or internships are regulated through a standardised risk assessment

Supply chain:

- We consider the greatest risk of slavery and human trafficking is in our supply chain where we undertake procurement activities and where operations and managerial oversight are out of our direct control
- All our suppliers are requested to meet the provisions set out in our Responsible Purchasing Policy and to confirm they adhere to the provisions by providing a signed copy of the policy. This is aligned with the Ethical Trading Initiative (ETI) Base Code and the Modern Slavery Act 2015. Our Responsible Purchasing Policy has recently been updated to reflect the obligations of the Modern Slavery Act 2015
- We will assess any instances of non-compliance on a case-by-case basis and will then tailor remedial action appropriately. We will only trade with those who comply with this policy

Agreed actions

In order to demonstrate our commitment to the Modern Slavery Act 2015 and ethical sourcing, KMMS is undertaking or has undertaken, the following actions:

- We have appointed a member of our Procurement team to oversee our approach to Modern Slavery. Combined with their responsibility for Quality throughout our Supply Chain, they will lead our action plan in this area
- Training will be provided to all appropriate employees on the requirements and ethos of the Act, its requirements and the support available. This may be repeated as required. Information on the Act and supporting information on best practice and definitions will be placed upon the company Intranet, where all employees have access
- This statement, together with the Konica Minolta supplier code of conduct and Responsible Purchasing Policy is sent together for signature with our supplier contracts
- We will undertake periodic reviews of our Supply Chain as in collaboration with our partners from SEDEX using their ethical practice guidelines and SMETA Audits. We will conduct an annual review of our policies and procedures and update as needed, to ensure there continues to be appropriate safeguards in place to guard against any mistreatment of individuals involved in our direct supply chain
- All new suppliers to KMMS will be requested to confirm they are aware of the Modern Slavery Act 2015 and are taking positive steps to ensure they comply with the provisions of the Act and to confirm they are aware of and comply with KMMS's Responsible Purchasing Policy by signing and returning a copy
- We will conduct regular supplier due diligence by seeking and obtaining written declarations from suppliers confirming they are not only aware of the Modern Slavery Act 2015 but have taken, and will continue to take, positive steps to address the global problems of human trafficking, compulsory labour, servitude and forced bonded employment will comply with the provisions of the Modern Slavery Act 2015

This statement has been approved by KMMS's Chief Executive Officer and will be reviewed and published annually. It is available from our website with copies of the Modern Slavery Act 2015

Yves Rogivue
Chief Executive Officer
April 2025