



# Anti-slavery policy

Version 2.0

**UNICEPTA**

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# 1 General document information

## 1.1 Formal information

## 1.2 Document attributes

Attribute	
Document administration	ISB
Author	Jana Schulz
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## 1.3 Document history

Version	Date	Author	Comment
1.0	23.05.2023	Jana Schulz	Initial version
2.0	05.08.2024	Jana Schulz	Review, Revision

## 1.4 Original place of storage

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## 1.5 Communication

The document is intended for internal and external use. It is to be made known to all employees of the UNICEPTA Group, as well as to all other stakeholders of the UNICEPTA GROUP.

## 1.6 Aim and purpose

UNICEPTA is committed to acting ethically and with integrity in all its business dealings and relationships.

UNICEPTA is committed to ensuring that the organization and its supply chain are free from modern slavery or human trafficking in any form. UNICEPTA will not knowingly enter a partnership with any individual or organization that violates these principles.

UNICEPTA expects all those who work with and for UNICEPTA to read and comply with this policy.

## 1.7 Scope of validity

This document applies to all stakeholders of the UNICEPTA Group.

## 2 Preamble

UNICEPTA is committed to combating all forms of modern slavery and human trafficking within our operations and supply chains. This policy outlines our stance, responsibilities, and actions to ensure compliance with laws and promote ethical practices that respect human dignity and freedom.

## 3 Definitions

**Modern Slavery:** Encompasses slavery, servitude, forced labour, and human trafficking.

**Forced Labor:** Work that is performed involuntarily and under the threat of any penalty.

**Human Trafficking:** The recruitment, transportation, transfer, harbouring, or receipt of persons by improper means for an improper purpose, including forced labour or sexual exploitation.

## 4 Laws and regulations

We adhere to all relevant national and international laws, including but not limited to:

- The Modern Slavery Act 2015 (UK)

- The Trafficking Victims Protection Act (USA)

- The International Labour Organization (ILO) Conventions

UNICEPTA is a member of the [United Nation's Global Compact Initiative](#) and accepts its principles as its own. We comply with these values and support their dissemination with its day-to-day work.

This policy complements our [Global Code of Conduct](#).

## 5 UNICEPTA

UNICEPTA is one of the leading service providers for media intelligence. UNICEPTA covers the entire spectrum of media intelligence: From curated media reviews, editorial services, social listening to reputation analyses or strategic topic analyses. We capture what others miss - from print, social media, online and broadcast. Worldwide.

In addition to our headquarter in Cologne, we have 9 other global branches and offices: Berlin, Detroit, Krakow, London, Paris, São Paulo, Shanghai, Washington and Zurich.

As a service provider, the risk of modern slavery in our company or in our supply chain is low, but we are aware that modern slavery occurs in many different forms around the world. That is why we have decided to publish a clear statement against slavery and, of course, to act accordingly.

## 6 Our Commitment

**Zero Tolerance:** We have a zero-tolerance approach to modern slavery and human trafficking.

**Ethical Practices:** We endeavour that our business operations and supply chains uphold the highest ethical standards.

**Continuous Improvement:** We are committed to continuously improving our policies and practices to combat modern slavery.

The Management Board is responsible for compliance with this policy.

## 7 Measures

### UNICEPTA

- regularly conducts risk assessments to identify and address areas of potential modern slavery within our operations and supply chains.
- implemented due diligence procedures like regular supplier audits.
- regularly trains its employees and sensitizes its managers.
- has implemented a whistleblower system, where all stakeholders can report concerns related to modern slavery.

## 8 KPI's

We are not aware of any violations of this policy in the past year.