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# Modern Slavery & Human Trafficking Statement

## Introduction

Theatre-Rites is a registered charity creating theatre for family audiences. In addition we work with schools to spark imagination and inspire creativity, and to develop skills and pathways for careers in theatre.

Our key objectives are towards economic, environmental and social sustainability, upholding a culture that aims to take care of our people and the wider world.

We are fully committed to running our organisation and operations responsibly and to identifying, addressing and preventing modern slavery in our operations and supply chains.

Theatre-Rites is an incorporated registered charity based in London governed by our board of trustees. We are engaged in all aspects of theatre-making from developing and touring new work within the UK and internationally to supporting artists in their skills development.

Each of our subsidiaries is incorporated and has its own independent board of directors.

We have a permanent staff of 4 and each project is created in collaboration with freelancers.

Our supply chains include manufacturers of raw materials used by our makers, suppliers of digital services and technical hardware and software, theatrical equipment suppliers, film-makers and film equipment suppliers, professional and support service suppliers (accounting, tax, legal, software and technology).

## Our operations

Our vision is for a world where theatre is thriving and vital and we focus on four key objectives:

1. Be sustainable: economically, environmentally, socially, with the right culture that takes care of our people and the world around us.
2. Attract the best collaborators: offer unparalleled resources and the best environment to attract leading theatre-makers to create and enable world class productions.
3. Innovate to expand our audience
4. Inspire creativity and boost skills: work at scale, and support our partners to work with schools to fire imagination and inspire creativity, and in depth to develop skills, open career pathways and access to training in theatre.

We aim to

- Make a positive impact, striving to make the world a better place through theatre.
- Bring your passion, applying energy and expertise to achieve the highest standards.
- Collaborate to create, bringing ideas to life through teamwork and forging connection.
- Empower each other, working to build and uphold an inclusive and equitable culture.
- Act with confidence, with the courage to make clear, intentional decisions that support our shared vision.

Our policies and procedures reflect our Vision, Objectives and Values and accordingly reflect our commitment to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Modern Slavery Policy, in particular, details our practices and procedures intended to ensure that slavery and human trafficking is not taking place anywhere in our supply chain and to make reporting any concerns regarding modern slavery easy and effective.

## Steps we have taken

With each project we consider risk areas or further actions that we could take to combat modern slavery. This includes initiating a supplier audit focussed on our most significant suppliers by value, an awareness of the prevalence and signs of modern slavery has been raised at company team meetings.

## Further action

We will continue work on our audit of key suppliers. We also plan to review our procurement processes with a particular focus on ensuring the modern slavery risk involved in engaging prospective suppliers is a key assessment criteria.

We will evaluate the nature and extent of our exposure to the risk of modern slavery occurring in our supply chain by asking each project's Production Manager to consider their key suppliers and individuals with whom they have contact through work for the indicators of modern slavery.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Theatre-Rites' slavery and human trafficking statement for the financial year commencing April 2024.