



EMPLOYMENT PRACTICES

Modern Slavery Position Statement



GES EMPLOYMENT PRACTICES

Modern Slavery Position Statement

We are committed to delivering practices to combat slavery and human trafficking. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. We have committed resources to implement and enforce effective system procedures and controls to detect and prevent instances of slavery or human trafficking in our supply chains and our business. We further expect our employees to report concerns in order that management can take appropriate steps to act upon them.

Organisation structure

GES is a global, full-service provider for live events, producing corporate events, exhibitions, conferences, congresses, exhibits and entertainment experiences. We operate through two reportable segments; GES Exhibitions and Spiro.

During the year, the ultimate parent and controlling party was Viad Corp, incorporated in the United States of America. On the 31st December 2024, the group was acquired by TL Voltron Topco, L.P. , a limited partnership registered in the state of Delaware in the USA.

The immediate parent company of GES UK Holdings Limited, including Global Experience Specialists (GES) Limited with revenues of £71.0m and Spiro UK Division Limited (previously VIAD Service Companies Limited) with £62.8m revenues, is TL Voltron Purchaser LLC, a limited liability company registered in the state of Delaware in the USA.

Our business

GES Exhibitions provides exhibition services to organisers of exhibitions and events, exhibitors and exhibition venues.

Spiro, continues to manage client attendance at exhibitions and events worldwide and has expanded its services to become a global brand experience agency working with event and brand marketers to deliver wider multi-media experiences focused on creating human connections with creative and strategic experiences

Our EMEA business is organised into business units and by region with office locations in Birmingham and London, UK, Netherlands, Germany and Romania and in the UAE and Qatar.

Our supply chains

Our supply chains include: Sourcing of labour, materials, and project management.

Our policies on slavery and human trafficking

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We are committed to raising awareness of our Modern Slavery Policy to ensure understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

Our *TRUE Compliance* Programme sets out our intentions and expectations regarding integrity and behaviours. We hold ourselves to a high standard of transparency in this regard. Those same standards apply to our vendors, contractors, suppliers and other business partners.

Due diligence processes for slavery and human trafficking

As part of our ongoing initiative to identify and mitigate risk, we are continually raising awareness through training and applying checks within our supply chain process to diligently:

- Identify and assess potential risk areas across our global business;
- Educate our employees through our training programme;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains; and
- Ensure whistle blowers are protected in accordance with the confidential *TRUE Compliance* Programme.

Supplier adherence to our values

We seek to operate zero tolerance to slavery and human trafficking to ensure all those in our supply chain and contractors understand the importance of this issue to us and that they comply with our values and code of conduct.

Our effectiveness in combating slavery and human trafficking

The Executive Management Team have day to day responsibility for reviewing systems and taking appropriate steps to ensure the company's practices are effective in countering slavery and human trafficking. To assist, we have developed policy and practices to ensure we are compliant, including;

- Continually assessing the effectiveness of our policies and practices
- Performing regular risk assessments to identify potential risks with suppliers
- Auditing existing key suppliers for awareness of and compliance with the Modern Slavery Act 2015.
- As part of our due diligent contracting processes, we require suppliers to evidence they comply with all applicable anti-slavery and human trafficking laws, statutes and regulations in force including but not limited to the Modern Slavery Act 2015.
- Providing awareness training for relevant employees on the recognition and mitigation of slavery and human trafficking.

This statement is made and published pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2024 and reflects our ongoing commitment to combatting modern slavery.

SIGNATURE DIRECTOR:

A handwritten signature in black ink, appearing to read "H. J. GES", is placed over a light gray rectangular background.

GLOBAL EXPERIENCE SPECIALISTS (GES) LIMITED

DATE: 28th December 2025