

# PASSION<sup>®</sup>

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**PASSION GROUP  
MODERN SLAVERY AND HUMAN TRAFFICKING  
STATEMENT**

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ISSUE DATE: September 2023



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## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

1.	INTRODUCTION .....	3
2.	PASSION'S COMMITMENT .....	3
4.	ROLES AND RESPONSIBILITIES.....	3
5.	POLICES AND PROCEDURES .....	4
6.	SUPPLIER DUE DILIGENCE .....	4
7.	RISK ASSESSMENT AND MANAGEMENT .....	4
8.	OVERVIEW OF MODERN SLAVERY TRAINING .....	4
9.	BOARD APPROVAL.....	5
	SCHEDULE 1 .....	6

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## 1. INTRODUCTION

- 1.1. This statement covers the activities and commitments of PASSION, which shall mean Passion Holdings Limited and all its subsidiary and associated companies from time to time as set out in Schedule 1 (collectively, "PASSION").
- 1.2. The Modern Slavery Act 2015 requires PASSION to make this statement regarding the steps taken and new objectives set for each financial year aimed at ensuring that no slavery or human trafficking is taking place in any of PASSION's business or supply chains.
- 1.3. Passion Holdings Limited is a company registered in England and Wales with its registered office address at 33-34 Rathbone Place, London, W1T 1JN and with company number 10418071.

## 2. PASSION'S COMMITMENT

- 2.1. PASSION recognises that slavery and human trafficking is a real yet hidden issue in our society. In PASSION's role as a production company, it has the responsibility to take a robust approach against slavery and human trafficking in all its corporate activities with other companies and individuals whilst conducting its business both within the UK and across the world. PASSION is committed to acting ethically and with integrity and to enforce effective systems and controls in safeguarding against any form of slavery and human trafficking taking place in its own business or supply chains.
- 2.2. PASSION does not tolerate slavery and human trafficking and fully supports the principles and aims of the Modern Slavery Act 2015.

## 3. ORGANISATIONAL STRUCTURE

- 3.1. PASSION is an independent global production company with teams in London, Paris, Barcelona, and in the USA. With multiple creative divisions, partner companies and a diverse roster of creative talent, PASSION creates a wide range of productions within animation, commercials, and feature and/or TV documentaries. PASSION's head office is based in London.

## 4. ROLES AND RESPONSIBILITIES

- 4.1. The Chief Operations Officer has the responsibility for the anti-slavery initiatives within the PASSION.

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## 5. POLICES AND PROCEDURES

5.1. PASSION operates a number of internal policies and procedures on how to conduct its business in an ethical and transparent manner. These include:

- **Whistleblowing policy** where PASSION personnel can find information on how to anonymously report any concerns.
- **Health and safety policy**
- **Child and young person protection policy**
- **Recruitment** – PASSION is an equal opportunities employer and carries out all necessary right to work checks.
- **Contractual obligations** – PASSION requires personnel to acknowledge and adhere to its policies and its suppliers to comply with all applicable anti-slavery and human trafficking laws.

## 6. SUPPLIER DUE DILIGENCE

6.1. PASSION does not consider its business activities to pose a high risk of slavery and human trafficking.

6.2. PASSION is committed to implementing and enforcing effective systems to screen its suppliers and such screenings can be both office based and 'on location'. PASSION will be putting into place further procedures and training during the upcoming financial year to ensure slavery and human trafficking is not taking place in its own business or those of its suppliers. PASSION strives to do business with third parties which share its values and aims to build long-term relationships with key suppliers who are required to observe all local laws and regulations.

## 7. RISK ASSESSMENT AND MANAGEMENT

7.1. PASSION acknowledges that it is important to identify the key risks of slavery and human trafficking within its business. For the next financial year, PASSION will (i) consider which parts of its business areas or supply chains are most vulnerable; and (ii) aim to get a better understanding of potential areas of exposure, such as what services are more prone to slavery and human trafficking, what regions are typically home to it, and what type of workers are most at risk.

## 8. OVERVIEW OF MODERN SLAVERY TRAINING

8.1. PASSION will work to raise awareness of modern slavery issues by providing employees and freelancers access to relevant information on the internal intranet and by drawing attention to such information via group wide emails.

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8.2. PASSION will also provide training for key employees (where applicable) to develop the anti-slavery initiatives within the PASSION.

## 9. BOARD APPROVAL

9.1. This statement was approved on 28-Sep-2023 | 06:56 PDT by PASSION board of directors and will be reviewed and updated annually.

DocuSigned by:  
  
0997A70D9950460

Andrew Ruhemann

Founder and EP

Date: 28-Sep-2023 | 06:56 PDT

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## SCHEDULE 1

Passion Pictures Limited  
Passion Holdings Limited  
Passion Pictures (Films) Limited  
Passion Pictures Animation Limited  
Passion Planet Limited  
Passion Entertainment Limited  
Passion DOCS Limited  
Passion Features Limited  
Passion Pictures Corp  
Passion Paris Productions SAS  
Passion Pictures Barcelona SL  
C R Film Ltd  
KEO Films Limited  
Passion SHP Limited  
Final Account Films Ltd  
PDSPV Limited  
JB Film Limited  
E Kitten SPV Limited  
Manoir Productions Ltd  
Maxima Productions Limited  
Merkel Films Limited  
Mutnik Productions Ltd  
NAB Productions Ltd  
Passion Dox Limited  
Passion Goodes Limited  
Twilight Bark Productions Limited  
Frost Whale Productions Ltd  
Chillerdiller Productions Limited  
Wilding Productions Limited  
Chimp Empire SPV Ltd  
Smoke SPV Ltd  
Wildlife Warriors SPV Limited  
One in a Million SPV Limited  
KEO Films Albanian SPV Ltd  
KEO Films Krypto SPV Ltd  
KEO Films SPV 1 Ltd