

Juju & Stardust Limited Modern Slavery Statement

Juju & Stardust Limited ("JJS") is a London-based company specialising in digital marketing services. At JJS, we are deeply committed to maintaining lawful and ethical behaviour, and we believe these are critical to our continued success. Our commitment to integrity and transparency in all client, partner, and supplier interactions is fundamental to our business operations. We expect the same level of commitment from all our partners.

JJS fully supports the principles set forth in the United Kingdom's Modern Slavery Act 2015, which aims to combat slavery, forced or compulsory labour, and human trafficking. Our company policies strictly prohibit any form of modern slavery, and we are committed to ensuring that all work conducted on our behalf is voluntary.

This statement is made in respect of JJS's financial year ending 31 July 2024 and is made by Section 54 of the Modern Slavery Act 2015. It outlines the steps that JJS has taken and intends to take to safeguard our business and supply chains from any form of slavery and human trafficking.

Business Structure, Operations, and Supply Chains

JJS is a digital marketing services provider based in London, UK, with a network of clients and suppliers primarily within the UK, Europe, and North America. Our suppliers include but are not limited to, IT and communications services, software providers, digital content creators, social media platforms, office supplies, and professional services such as legal advisors, insurers, and talent recruitment agencies.

Given the nature of our business and the geographical location of our suppliers, we consider the risk of modern slavery within our operations and supply chains to be low. Our principal suppliers are reputable companies providing essential services to support our digital marketing offerings. However, we remain vigilant and proactive in ensuring that no form of modern slavery exists within our supply chains.

Relevant Policies

At JJS, ethical and responsible business practices are embedded in our policies and procedures, which are designed to prevent any form of modern slavery in our operations or supply chains. Key policies include:

- **JJS Code of Conduct:** Requires all employees, agents, and subcontractors to operate with integrity and transparency, adhering to the highest ethical standards.
- **Supplier Code of Conduct:** Mandates the use of voluntary labour and prohibits any form of slavery, servitude, forced labour, or human trafficking. Suppliers must comply with all applicable laws.
- **Anti-Corruption Policy:** Ensures that all business dealings are conducted transparently and lawfully.

- **Environmental Sustainability Policy:** Encourages sustainable practices throughout our operations and supply chains.

We communicate these policies and their requirements to all relevant management, employees, and suppliers.

Actions Taken to Address Modern Slavery Risks

JJS sources its suppliers responsibly, and we expect all suppliers to operate in full compliance with applicable laws. Our standard business terms require suppliers to warrant that they comply with all applicable laws, including those related to modern slavery. Failure to comply with these laws is grounds for termination of the business relationship.

Reporting and Remediation

If any instances of modern slavery are identified, JJS will immediately investigate and take appropriate action. This may include terminating contracts with non-compliant suppliers and reporting them to the relevant authorities. To date, no instances of modern slavery have been found in our supply chains.

JJS encourages employees and other stakeholders to report any concerns related to business conduct without fear of reprisal. Our confidential reporting mechanism ensures that all reports are thoroughly investigated.

Training

JJS provides regular training to all employees on our Code of Conduct, which includes the risks of modern slavery. We continue to evaluate the need for additional specific training on modern slavery for our teams.


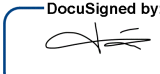
Assessing Effectiveness

We continuously review our policies and procedures to ensure they effectively prevent modern slavery. Our internal audit function also plays a key role in assessing the effectiveness of these measures.

Commitment to Ethical Business Practices

JJS is committed to fostering a culture of diversity, inclusion, and ethical business practices. We regularly contribute to charitable organisations that align with our values and encourage employees to do the same. Our approach to corporate social responsibility reflects our dedication to upholding the highest standards in all aspects of our business.

This statement was approved by the Board of Directors of JJS.

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