

ICE: 2023 Modern Slavery Statement

International Copyright Enterprise Services Limited (“ICE”) has a zero-tolerance approach to modern slavery and human trafficking. We are committed to having effective systems and controls in place to safeguard against any form of modern slavery or human trafficking taking place within our business or our supply chains.

Our organisation

ICE provides copyright administration services, royalty collection and distribution from digital service providers to performing rights organisations and consolidated multi-territorial licences by maximising the scope of repertoire available to be licensed under one core offering with repertoire administered from a variety of publishers and performing rights organisations.

Our way of working

ICE operates a number of internal policies to ensure that we are conducting business in an ethical and transparent manner, such as our Anti-Bribery and Corruption Policy and our Procurement Policy, the latter of which contains a code of conduct directing ICE employees to conduct all procurement activities in an ethical manner and with integrity.

ICE is dedicated to compliance with the Modern Slavery Act 2015 across its business. Employees are required to receive initial and periodic refresher training to ensure they understand our internal policies and raise awareness about the Modern Slavery Act 2015.

ICE seeks only to conduct business with reputable organisations and has implemented certain steps to reflect this. By way of example, as part of any request for proposal process with any auditors for information supplied to us by digital service providers, prospective vendors who meet the threshold requirements are expected to have a modern slavery statement. If a prospective vendor fails to provide such a statement, this is factored into our decision making by way of a numbered grading system, with negative scoring for statements and other policies.

Approval for this statement

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes ICE’s slavery and human trafficking statement which has been approved by the board of directors for ICE.

Name: Peter de Mönnink, Chief Executive Officer

Signature:

A handwritten signature in blue ink, appearing to read 'Peter de Mönnink', followed by a horizontal line extending to the right.

Date: 12 July 2023

International Copyright Enterprise Services Limited