MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

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1. OUR COMMITMENT

This statement outlines how **Hot Box** prevents modern slavery and human trafficking across our business and supply chains.

We have zero tolerance for exploitation. We ensure a fair, safe, and legal environment for all staff, artists, crew, and visitors.

2. OUR BUSINESS AND SUPPLY CHAINS

We are an independent grassroots music venue with a maximum capacity of 110 (the exact capacity depends on the event).

To run our events, we source goods and services in four main areas:

- **People and Security:** Door staff (SIA security), freelance sound and lighting technicians, and agency bar staff.
- **Food and Drink:** Drinks and bar snacks from local and national distributors.
- **Merchandise:** T-shirts, tote bags, and branded clothing.
- **Venue Maintenance:** Cleaning services, waste removal, and general maintenance.

3. KEY RISK AREAS

We focus our risk assessment on three key areas in the live music and nightlife sector:

- **Security and Temporary Staff:** Casual or subcontracted roles carry higher risk of wage underpayment and excessive working hours.
- **Night Cleaning:** Lone workers on late shifts through external contractors are vulnerable to exploitation without direct oversight.
- **Merchandise Supply Chains:** Garment manufacturing globally presents a high risk of forced labour.

4. PREVENTATIVE MEASURES

We enforce the following preventative controls:

- **Fair Pay:** We pay all direct staff at least the Real Living Wage and require staffing agencies to match this standard.
- **Supplier Standards:** Key suppliers must sign our Supplier Code of Conduct, confirming they do not use forced or unlawful labour.
- **Right to Work Checks:** We verify the legal right to work in the UK for all personnel prior to employment.
- **Promoter Requirements:** External promoters and touring acts must comply with our ethical workplace standards while using our venue.

5. REPORTING CONCERNS AND VICTIM SUPPORT

We encourage clear, accessible reporting for any concerns:

- **Reporting Procedure:** Staff can report concerns directly to the Venue Manager (David Hughes) or email safe@hotboxlive.co.uk in confidence.
- **Victim Protection:** If modern slavery is suspected, our priority is worker safety. We contact the Modern Slavery & Exploitation Helpline, run by Unseen, on **08000 121 700** (open 24 hours a day, every day), so affected individuals receive safe support before we take any contractual action. If someone is in immediate danger, we call 999.

6. STAFF TRAINING

- All permanent venue managers, bar supervisors, and production staff complete annual awareness training.
- Training equips staff to spot indicators of exploitation in nightlife, identify coercion among subcontracted personnel, and safely report concerns.

VERSION CONTROL

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Author	Dave Hughes

SIGNED ON BEHALF OF HOT BOX LIVE CIC

Name	David Hughes
Date	19/09/2026
Position	Director