



**Modern Slavery and Human Trafficking Statement  
For the Financial Year Ending 31 December 2024  
Published in accordance with the Modern Slavery Act 2015**

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps that ICA JV (“the Group”) has taken during the financial year ending 31 December 2024 to identify and address the risks of modern slavery and human trafficking within its business and supply chains.**

**1. Our Organisation and Structure**

ICA JV is a privately held international group with operations across Kazakhstan, Azerbaijan, Uzbekistan, Türkiye, the United Arab Emirates, the United Kingdom and Poland. While the Group has a small operational presence in the UK, its global turnover exceeds the statutory threshold set by the Modern Slavery Act 2015 and it therefore falls within scope.

Our supply chains are modest in scale and primarily relate to professional services, event logistics, and operational support. We work with suppliers across our operating regions who are expected to comply with all applicable labour laws and ethical standards.

**2. Policies and Ethical Standards**

We are committed to conducting business ethically and with integrity. The Group maintains internal standards on ethical conduct, responsible procurement, and human rights. Suppliers are expected to comply with relevant laws and adhere to the principles set out in our contractual agreements, including prohibitions on forced or trafficked labour.

**3. Due Diligence and Risk Management**

Given the nature of our business, we consider the risk of modern slavery within our own operations to be low. However, we remain alert to potential risks in our supply chain, particularly in areas involving third-party logistics, event services or labour hire. We apply a risk-based approach to supplier engagement and monitor compliance where appropriate.

**4. Measuring Effectiveness**

As a relatively small operation, we do not currently use formal KPIs to measure modern slavery risk. However, we maintain oversight of supplier performance and have procedures in place to investigate any concerns raised internally or externally.

**5. Training and Awareness**

Key staff involved in procurement, vendor management and event operations are briefed on modern slavery risks and understand how to identify and escalate concerns. We will continue to build awareness as appropriate to our scale and risk profile.

**6. Commitment to Improvement**

We recognise the importance of continuous improvement in this area. As our operations evolve, we will review and enhance our policies and practices to ensure they remain effective and proportionate.

**Approved and Signed for and on behalf of ICA (JV) Ltd**

**Nadezda Griffith**

Director

Date:

**Edward George Duncan Strachan**

Director

Date: