

ICE: 2024 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 is a limited company incorporated under the laws of England and Wales and was formed as part of a joint venture between PRS for Music, STIM and GEMA.

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.

In the course of its business, ICE engages various suppliers including, but not limited to, IT providers, contractors and consultants.

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 and credibility.

ICE is dedicated to compliance with the Modern Slavery Act 2015 across its business. ICE employees are required to receive initial and periodic refresher training to ensure they understand our internal policies and raise awareness about modern slavery and human trafficking. Employees are encouraged to report any concerns they may have about modern slavery and human trafficking.

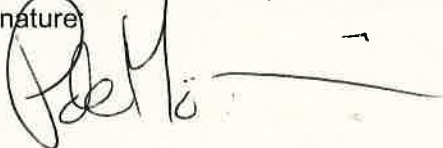
ICE seeks only to conduct business with reputable organisations and has implemented certain steps to reflect this. By way of example, as part of any request for proposal process with any auditors for information supplied to us by digital service providers, prospective vendors who meet the threshold requirements 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 for the financial year ending December 31, 2023. It has been approved by the board of directors for ICE on 5 June 2024.

Name: Peter de Mönning, Chief Executive Officer

Signature

A handwritten signature in black ink, appearing to read 'P. de Mönning', followed by a horizontal line extending to the right.

Date:

International Copyright Enterprise Services Limited