

Haymarket Media Group Limited

Modern Slavery and Human Trafficking statement for the financial year July 2017 - June 2018

At Haymarket Media Group we take our responsibility to society seriously; doing business with integrity is one of our fundamental corporate values. We are committed to understanding more about modern slavery and ensuring that there is no modern slavery in our supply chain.

The following statement is made pursuant to Section 54 of the Modern Slavery Act 2015.

Our organisational structure

Haymarket Media Group creates award-winning specialist content and services for international audiences. The company has more than 70 market-leading brands created by world-class experts in locations in the UK, the US, Hong Kong, Singapore, India and Germany.

This statement is made on behalf of our UK operations; all principles, policies and processes referenced are shared with our overseas subsidiaries.

Responsibility for anti-slavery initiatives

The primary responsibility for understanding modern slavery risks and putting in place process and training lies with our Head of Procurement. Relevant department heads have been consulted and actions to address risk have been communicated with department heads, buyers, senior management and our subsidiaries. Any identified instances of slavery will be reported to the Head of Procurement.

Our Procurement Policy is owned by the Head of Procurement and Chief Financial Officer. The policy states that we only work with suppliers that comply with laws and regulations that apply to the jurisdiction that the suppliers operate in. This compliance is the minimum standard and we will always look to improve things further.

Department heads are directly responsible for ensuring that new suppliers in areas identified as being a risk are audited prior to use.

Our supply chain

Our UK supply chain consists of:

- Freelance editorial content suppliers based predominantly in the UK
- Large and small technology suppliers based in the UK and worldwide
- Live event suppliers based predominantly in the UK
- Print and logistics suppliers based predominantly in the UK

Supply chain risks

We have used CIPS's (Chartered Institute of Procurement Supply) document on Ethical and Sustainable Procurement as a guide to risks of modern slavery in our supply chain. We have ascertained that the main direct risk we have in our supply chain is the use of agency labour, and suppliers of promotional items (particularly if based overseas); with indirect risk coming from technology hardware suppliers.

Acts to address risk

We have a Supplier Code of Conduct that communicates to all our suppliers the minimum standards we expect. The Code consists of human rights and labour condition principles that are important to us, including: freedom of employment, employment relationships, freedom of association, benefits in accordance with legislation, no use of child labour, working hours complying with legislation, treating all employees with respect and dignity, health and safety of employees, and no discrimination in hiring and employing workers.

The Supplier Code of Conduct is distributed with purchase orders to all suppliers. All suppliers that register with us must now confirm that they have read and understood the contents of the Code.

All suppliers that register with us must now answer the question 'Within the past three years, please indicate if you have found evidence in your business or supply chain of human trafficking or slavery in breach of the Modern Slavery act 2015?'

In May 2017 we began mandatory training for all staff responsible for purchasing in the areas identified as a risk. The training covered the background to legislation and what the Modern Slavery Act requires of Haymarket; examples of how modern slavery can occur in a supply chain similar to Haymarket's; the number of people referred to the authorities as potential victims of labour exploitation in the UK between 2015 and 2016; what Haymarket has done to audit our supply chain; and the process for auditing suppliers.

Communication

We presented and shared our approach to mitigating risk in the media supply chain at the PPA (Professional Publishers Association) Sustainability Summit. Our approach to Modern Slavery Legislation has been communicated to all employees internally using our company intranet.

Qualification of suppliers

We have audited direct suppliers in the identified areas of risk to ascertain their policies, approach and processes on CSR, environmental policy and accreditation, staff policies, ethical supply chain policies, and use of agency labour. Since implementing this process we have not found or been informed of any instances of modern slavery, or any activities that have caused us concern.

Next steps

We will replace auditing of suppliers with the presentation of our Code of Conduct, which now directly references the Modern Slavery Act and our expectations. We will continue to take advice from CIPS (Chartered Institute of Procurement and Supply) and the PPA on how to identify and mitigate risks.

We will continue to train relevant buying staff on Modern Slavery risk.

Approval

Approval of this statement and the actions contained herein has been delegated by the board of directors to the Executive Chairman and Chief Financial Officer.

A handwritten signature in black ink, appearing to read "Rupert Heseltine", with a horizontal line underneath.

Rupert Heseltine

Executive Chairman, Haymarket Media Group Limited