

## Haymarket Media Group Limited

### Modern Slavery and Human Trafficking statement for the financial year 1st July 2019 - 30th June 2020

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.

The Chief Financial Officer is responsible for the production of the Modern Slavery statement.

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

#### Policies in relation to modern slavery and human trafficking

Our Procurement Policy is owned by the Head of Procurement and Chief Financial Officer and 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. Our Modern Slavery policy is owned by the Head of Procurement and Chief Financial Officer and the scope covers all UK employees. We have now added a Global Procurement Policy.

#### 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 The Chartered Institute of Procurement Supply's 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.

No modern slavery offences were reported within our UK supply chain.

## **Modern slavery risk and Covid-19**

The risk from the provision of agency labour to live events has diminished in this financial year, as a number of events have moved from in-person to virtual, or have been postponed. Where we have manufacturing in our supply chain we have asked the relevant suppliers to confirm that social distancing measures have been put in place.

### **Actions 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, 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. Our global procurement policy shares the same principles of ethical purchasing.

The UK Supplier Code of Conduct is distributed with purchase orders to all suppliers. All suppliers that register with us in the UK must now confirm that they have read and understood the contents of the Code. We have also created a global Supplier Code of Conduct that shares the same contents.

All suppliers that register with us in the UK 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?'

We distribute our principles on Modern Slavery to all venues that we use. This confirms that we expect all relevant venues to publish a Modern Slavery statement and reserve the right to review the statement on request. Where venues use agency labour we expect compliance with relevant accreditation and legislation. We reserve the right to see processes that our suppliers have in place to ensure their supply chain is free from slavery.

### **Training on modern slavery and human trafficking**

Mandatory training is in place for all employees responsible for purchasing in the areas identified as a risk. The training covers 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; and what is required to mitigate any risk.

### **Communication**

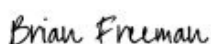
Our approach to Modern Slavery Legislation is communicated to employees internally using our company intranet. We continue to update employees when a new statement is released and there is any change to process.

### **Next steps**

We will continue with the above approach and amend where any risk presents. We will continue to review Home Office advice on risk and any legislative requirements. We will focus on improving our due diligence process with venues, which are the main areas of direct risk. We will work to introduce key performance indicators, and we will continue to train relevant employees on Modern Slavery risk.

### **Approval**

The board of directors approved this statement on 9th September 2020. Approval of the actions contained within this policy has been delegated by the board of directors to the Chief Financial Officer.

A handwritten signature in black ink that reads "Brian Freeman".

### **Brian Freeman**

Chief Financial Officer, Haymarket Media Group Limited      Date: 9th September 2020