

Haymarket Media Group Limited

Modern Slavery and Human Trafficking statement for the financial year 1st July 2020 - 30th June 2021

Haymarket Media Group is a socially and environmentally responsible business. As we serve our audiences, clients and communities, we are committed to driving the meaningful change necessary to build a better world. The principles of diversity, equity, inclusion, respect, responsibility and sustainability are integral to our business.

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

Our organisational structure

Haymarket is a media, information and data business that uses our expertise in media and information to inspire, inform and empower our clients, audiences and communities. The company is located 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 a Global Procurement Policy and a Global Supplier Code of Conduct that is shared with our overseas offices.

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 continued to be diminished over the financial year, as all events moved from in-person to virtual, or were 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 confirm that they have read and understood the contents of the Code.

All suppliers that register with us in the UK must 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

A review of the Modern Slavery process by the procurement department has identified areas for improvement. Each category should be directly responsible for the risks identified in their areas of responsibility, with one point of contact responsible for managing supplier diligence, ensuring training within their area, and reporting. Procurement will work with the teams to draft a diligence process and ask for ongoing updates through the 2021 - 2022 financial year. Procurement will draft a training document for all categories and also review mandatory training for all UK employees. By having a single point of responsibility for each category we expect to see more detailed compliance. Key performance indicators will be set for each category.

We will continue with our current process until the new process is implemented. We will continue to review Home Office advice on risk and any legislative requirements.

Approval

The board of directors approved this statement on Tuesday 14th September 2021. 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: Tuesday 14th September 2021