

Haymarket Media Group Limited**Modern Slavery and Human Trafficking statement for the financial year****1st July 2023 - 30th June 2024**

Haymarket Media Group is a socially and environmentally responsible business, shaping a better future with remarkable content. Our ESG framework - Impact - aligns closely with the United Nations Sustainable Development Goals (SDGs) and is entirely focused on how we can have a lasting impact to help the planet now, and in the future. As a media business, Haymarket is in a unique position to influence its audiences, clients and communities with the content we create, 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

We seek to act in accordance with internationally recognised human rights standards, including the International Bill of Human Rights and the International Labour Organisation's Conventions and Recommendations. We are committed to ensuring that there is no modern slavery in our supply chain, to providing a safe and welcoming environment for our employees, and that our suppliers provide the same for their employees.

This policy sets out our commitments and practices to human rights, labour standards and modern slavery.

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

Our organisational structure

Haymarket is a privately-owned media, information and data company, providing content to specialist audiences across the world. The company has approximately 1,300 employees across offices in the UK, US, Hong Kong, Singapore, India and Germany.

Through live, digital, print, education, data, tech services, video and audio, Haymarket's brands inspire, inform and empower clients and communities internationally.

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 Head of Procurement is responsible for the production of the Modern Slavery statement. The responsibility for understanding modern slavery risks and putting in place processes and training lies with our Head of Procurement and the procurement department.

The prevention, detection and reporting of slavery in any part of our operations and supply chain is the responsibility of all employees. Employees must not engage in, facilitate or fail to report any activity that may lead to, or suggest, a breach of policy.

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.

Department heads are responsible for ensuring that new suppliers in areas identified as being a risk are audited prior to use, and that their teams follow the process and the policy. Department heads are responsible for checking processes are followed and that non compliance is raised.

Policies in relation to modern slavery and human trafficking

Our Global Procurement Policy is owned by the Head of Procurement and states that we only work with suppliers that comply with laws and regulations that apply to the jurisdiction that the suppliers operate in. Our Human Rights, Labour Practices and Modern Slavery Policy is owned by the Head of Procurement, Director of People & Communications and Chief Financial Officer. The scope covers all UK employees and our global businesses are adopting the Code.

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
- UK based business consultants and contractors
- UK based facilities contractors, e.g. building and maintenance suppliers

Supply chain risks

We have used The Gangmasters and Labour Abuse authority (<https://www.gla.gov.uk/>) to define areas of risk. We have ascertained that the main direct risk we have in our supply chain is the use of agency labour. We also produce a supply chain risk register.

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

Actions to address risk

Our Human Rights, Labour Practices and Modern Slavery Policy contains the following commitments and objectives

- We will only work with suppliers that comply with laws and regulations that apply to the jurisdiction that the suppliers operate in. This is the minimum standard and we will always look to improve things further.
- Our Global Supplier Code of Conduct is distributed with purchase orders to all suppliers. All suppliers that register with us must confirm that they have read and understood the contents of the Code. Our objective is 100% compliance (met in 2023/24)
- All suppliers that register with us 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?' (met in 2023/24)
- All suppliers within areas of risk identified by the Gangmaster and Labour Abuses Authority will be asked to answer an assessment, and the assessment will be checked and signed off by the user department to confirm it meets the requirements of the policy. Our objective is 100% compliance. (met in 2023/24)
- All UK employees are required to take training on modern slavery risks. We will provide this training to all existing employees and new starters. Our objective is 100% compliance. (97% in 2023/24)
- We will provide a safe and clean working environment in line with our Health & Safety policy.
- We prohibit discrimination, abuse or any form of harassment. Dignity at work, disciplinary, grievance, and whistleblowing policies are documented and available to all employees.
- Our working hours always comply with the law.
- We are committed to promoting diversity, equity and inclusion in all that we do. Haymarket is a place where people can be themselves; where everyone has the same opportunities, regardless of skin colour, religion, age, disability, sexual orientation or gender. We are committed to attracting, developing and retaining talent who reflect the communities we serve. We equally recognise our broader responsibility to society as a whole and proactively aim to use our power and influence to drive diversity, equality, and inclusion within our markets and communities.
- We will always provide contracts of employment to all employees, detailing their terms of employment, and remuneration.
- Our pay and benefits will always meet national standards, and we prohibit deductions to wages as a disciplinary measure. We are committed to paying the National Living Wage.
- We are committed to equal pay and benefits for all employees, regardless of gender, age, race, religion, ethnicity, gender identity, sexual orientation, disability, for work of equal value.
- We recognise that our employees have the right to join and be part of a trade union, a political party or any other association or voluntary group. We take active measures to gather employee views about Haymarket, and we always comply with our legal obligations to inform and consult employees
- We have been accredited with the ISO 20121 for our Sustainable Events Management system, this includes a commitment and performance indicator to audit 100% of venues used for events in 2024/25 for their anti-modern slavery and anti-forced labour practices.
- We have implemented the ISO 20400 Sustainable Procurement standard including a risk assessment that details risks associated with Modern Slavery. In our Statement of Principles and Objectives we

have set KPIs to improve our performance on Modern Slavery in the 2024/25 financial year.

These are:

- The number of material digital suppliers with a modern slavery policy increases from 65% in 2023/24
- The number of material digital suppliers making a modern slavery statement increases from 65% in 2023/24
- We will audit 100% of venues used for events for their Anti-Modern Slavery and anti-forced labour practices (target met in 2023/24)

We have written modern slavery clauses into our standard supplier terms that are distributed with all purchase orders. The clause states: 'Without prejudice to its other obligations, Supplier shall comply with the Anti-Slavery Law as well as Haymarket's policies and codes of conduct relating to ethics, fair dealing and modern slavery (including the Supplier Code of Conduct) as updated from time to time. Supplier shall ensure that Slavery is not taking place in its supply chains'

We have written Modern Slavery clauses into our standard commercial terms that are distributed with all commercial orders. The clause states: 'Each party warrants to the other that it will comply with and ensure that all of its employees and any person performing services for and on its behalf comply with, the Modern Slavery Act 2015' We ask for Modern Slavery clauses to be inserted into Venue contracts

Training on modern slavery and human trafficking

All UK employees are required to take mandatory training on modern slavery risks. We will provide this training to all existing employees and new starters. Our objective is 100% compliance.

We have introduced Procurement training for all line managers, which confirms the requirement to audit required suppliers. Our target is 100% compliance. Procurement has provided guidance and checklists for sustainable procurement which includes guidance on checking the Modern Slavery Risk Assessment.

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 monitor and report on objectives set in the 2022 Human Rights, Labour Practices and Modern Slavery Policy in our 2024/25 statement.
- Procurement will continue to review Home Office advice on risk and any legislative requirements.
- Procurement will continue to meet with and discuss Modern Slavery risks and processes with department heads and directors.
- We have introduced a Global Supplier Code of Conduct based on the Ethical Trading Initiative's Base Code, and the ten principles of the United Nations' Global Compact, which will be used by all our businesses.
- We have updated our Supplier Registration process to include questions on Modern Slavery so that the process is more comprehensive, and procurement is able to share with our colleagues more efficiently.
- We have increased the procurement team and will begin to audit venues and other suppliers for their approach to modern slavery.
- We have written a Global Ethics Policy, including requirements for Modern Slavery and Human Rights, to be shared with our global businesses.

Approval

Approval of the actions contained within this policy has been delegated by the board of directors to the Chief Financial Officer.

Brian Freeman

Brian Freeman

Chief Financial Officer, Haymarket Media Group Limited

Date: Tuesday 6th August 2024