

Haymarket Group & Haymarket Media Group Limited

Modern Slavery and Human Trafficking statement for the financial year

1st July 2024 – 30th June 2025

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 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, and covers both Haymarket Group Ltd and Haymarket Media Group Ltd

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

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

Our organisational structure

Haymarket Media Group is a privately-owned media, data and information company, shaping a better future with remarkable content for specialist audiences across the world. The company has 1,300 employees across offices in the UK, US, Canada, Hong Kong, Singapore, India, Germany and the Netherlands.

Haymarket's portfolio consists of more than 70 market-leading brands, which through live, digital, print, education, data, tech services, video and audio, inspire, inform and empower clients and communities internationally.

A small proportion of Haymarket Group's UK business comes from property rental, non-commercial farming, and upkeep of an arboretum and gardens.

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 team.

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. In 2024 we launched our Global Ethics Policy that incorporates Human Rights, Labour Practices and Modern Slavery. We updated our Global Supplier Code of Conduct, which is based on the Ethical Trading Initiative's Base Code, and the ten principles of the United Nations' Global Compact. Our policy and Supplier Code contains a link so that any concerns about our supply chain can be reported anonymously.

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 in line with the principles of ISO 20400, sustainable procurement.

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

Actions to address risk

Our Global Ethics policy states: Haymarket Media Group prohibits modern slavery, forced or compulsory labour, child labour and human trafficking in any form in our operations and in our supply chain.

We will not source from companies that cannot give assurance that there is no slavery in their supply chain

- Our Global Supplier Code of Conduct is distributed with purchase orders to all UK suppliers. All UK 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 2024/25)
- All UK 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 2024/25)
- We are auditing venues and other suppliers for their approach to modern slavery
- 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

We have modern slavery clauses in 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. Suppliers shall ensure that Slavery is not taking place in its supply chains'.

We have Modern Slavery clauses in 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

- 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 will review our approach to supplier assessment, and continue to distribute our Supplier Code of Conduct with all UK orders and registrations.
- Haymarket Media Group is in the process of being verified for B Corp certification across 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: