

Haymarket Group Limited & Haymarket Media Group Limited

Modern Slavery and Human Trafficking statement for the financial year

1st July 2025– 30th June 2026

Haymarket Media Group is a socially and environmentally responsible business, shaping a better future with remarkable content. Our global 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 company, Haymarket is in a unique position to influence its audiences, clients and communities with the content we create, helping to drive genuine, meaningful change. In line with our responsibility as a proudly B Corp Certified business; justice, equity, diversity, inclusion, respect and sustainability are integral to how we work.

Our Global Supplier Code of Conduct is based on 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 1,200 employees across offices in the UK, US, Canada, Hong Kong, Singapore, India, Germany and the Netherlands. The company is proud to be a B Corp Certified business, meeting high standards of social and environmental performance, transparency, and accountability.

Haymarket's portfolio consists of more than 80 market-leading brands, which through live, digital, print, education, data, tech services, video and audio, 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 producing 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.

We have a Global Ethics Policy that incorporates Human Rights, Labour Practices and Modern Slavery.

Our Global Supplier Code of Conduct, is based on the Ethical Trading Initiative's Base Code, and the ten principles of the United Nations' Global Compact. Our policy and Global Supplier Code of Conduct 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
- A small number of suppliers for property rental, non-commercial farming, and upkeep of an arboretum and gardens

Supply chain risks

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.

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
- 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?' We will contact any suppliers that answer yes, to check their answer is correct, and ask for more details on if and how this affects our supply chain
- We audit venues and other suppliers for their approach to modern slavery, asking if they have policies and processes in place
- 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
- Haymarket 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 Haymarket employees, detailing their terms of employment, and remuneration
- Haymarket 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 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'. The standard supplier terms are not used for every purchase
- We produce guidance for event contracts that promote clauses for modern slavery compliance and steps to appraise suppliers before awarding contract
- 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.

Procurement training is mandatory for all employees. 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 and email. 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. We will use the Cabinet Office [Modern Slavery Assessment Tool](#) to reassess our risk
- Procurement will continue to promote Modern Slavery risks and processes with department heads and directors.
- We will review our approach to supplier assessment, and continue to distribute our Global Supplier Code of Conduct with all UK orders and registrations.
- We will review how we will comply with The Border Security, Asylum and Immigration Act 2025
- We will review our approach to compliance with B Corp requirements on human rights and modern slavery.

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: 18th August 2026