

William Reed Group Ltd

Modern Slavery and Human Trafficking Statement

Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 on behalf of William Reed Group Ltd and its U.K. operations (“**Group**”). All of the principles, policies and processes referred to in this statement are also adhered to by the Group’s overseas subsidiaries.

The Group is recognised for outstanding multi-platform digital and print media, compelling research, powerful insights, innovative exhibitions and events, prestigious awards and informative conferences. It has been owned and led by the same family since 1862, providing it with a unique long-term perspective and commitment to the food, drink and hospitality industry that permeates the whole of the Group. The Group’s purpose goes beyond outstanding media and events and it recognises there is a responsibility towards its customers, the wider community and the environment.

Organisational Structure

This statement covers the business activities of the Group which are to deliver outstanding content to connect its audiences within the food, drink and hospitality sectors, with the information, insights and relationships they need through its portfolio of events, awards, conferences, websites, insight, exhibitions and digital and print magazines.

The Group has offices in the U.K., France, the U.S.A. and Singapore.

Responsibility for the Modern Slavery and Human Trafficking Policy

The Group Company Secretary is responsible for the implementation of the policy.

The Group HR Director is responsible for training employees in the understanding and implementation of the policy.

The prevention, detection and reporting of slavery in any part of the Group’s operations and supply chain is the responsibility of all employees and in particular senior management. Employees are required not to be involved in, facilitate or fail to report any activity that may threaten or result in a breach of policy.

Employees are required to report any breach of the policy or possible case of slavery to the Company Secretary.

Procurement

The Chief Financial Officer is responsible for procurement and it is the Group’s policy only to work with suppliers that are compliant with the laws and regulations that apply in their jurisdiction.

Supply Chain and Risks

The Group’s supply chain consists principally of:

Freelance editorial content

Technology suppliers

Live event suppliers
Print and logistics suppliers

We have reviewed the risks that these supply chains can present and whilst we consider our exposure to modern slavery to be limited, we expect our suppliers and contractors to demonstrate a zero-tolerance approach to exploitation.

No modern slavery offences have been reported within our U.K. supply chain.

We have referred to The Gangmasters and Labour Abuse authority (<https://www.gla.gov.uk/>) to ascertain areas of risk and consider that the use of agency labour is the main direct risk we have in our supply chain. We work only with suppliers that comply with laws and regulations that apply to the jurisdiction in which they operate.

Training

Training in our Modern Slavery Policy is given to all existing employees and new starters.

Communication

Any changes to our Modern Slavery Policy are communicated to employees via the Group's intranet.

Approval

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Board of Directors endorses this policy statement and is fully committed to its implementation. Approval of the actions contained within this policy has been delegated by the Board to the Company Secretary.

Robert Proctor
Company Secretary
William Reed Group Ltd

10th October 2023