

2021 Modern Slavery Act Statement



Championing Specialists

At Informa, our driving purpose is to champion specialists: to help businesses and professionals in a number of different specialist markets worldwide to learn more, know more and do more. We are focused on, and proud of, the positive impact created by the knowledge and connections Informa delivers.

Our products and platforms help businesses to succeed and foster innovation and trade in the markets we work in. Our content and communities stimulate professional learning and growth and enable new discoveries to be made. And, our operations and activities also create social and economic benefits for the communities in which we work.

Modern slavery is the opposite to our purpose and this work.

We continue to be committed to ensuring that, as far as possible, modern slavery, child labour and human trafficking does not take place anywhere in our operations or in our supply chain, and we support broader efforts in our markets and industries to eliminate them from business.

The period covered by this report was a transition year for Informa. 2021 saw the gradual return of live events in our markets and a degree of reopening in international travel, providing an opportunity to engage with many of our business partners more deeply in person once again.

We continued to expand and accelerate our digital products and services, taking into consideration the responsible use of data and information. 2021 also saw the launch of Informa's 2021-2024 *Growth Acceleration Plan II*.

GAP II is a wide-ranging programme with an ambition to make Informa a more focused, higher growth business that has digital excellence at its core.

It includes additional investments in our business, talent and culture, as well as further embedding sustainability and responsible business practices throughout the Company.

This report shares an overview of our commitments, governance, processes and the positive contributions we seek to make, and we welcome any questions or feedback.



Stephen A. Carter
Group Chief Executive



About this statement

This statement is structured according to the recommendations of the UK statutory guidance “Transparency in Supply Chains: a practical guide”.

- 1. Organisational structure and supply chains** – information on our business structures, our divisions, colleagues, and supply chains
- 2. Policies** – our Code of Conduct and policies relating to modern slavery
- 3. Due diligence** – our due diligence processes related to the identification and control of modern slavery risk
- 4. Risk assessment and management** – our risk assessment processes, the areas of our business and supply chain where we have identified modern slavery risk, and the action we take to manage these risks
- 5. Effectiveness** – the methods we use to assess the effectiveness of our programme, including monitoring, audit, reporting and key performance indicators
- 6. Training** – details of the training provided to colleagues on the topic of modern slavery
- 7. Engagement in broader global modern slavery efforts** – our engagement in the global work undertaken to combat modern slavery, including research, publications and industry engagement

Governance of modern slavery Programme

Informa’s modern slavery programme is overseen by the Group and Divisional Compliance functions under the Head of Group Compliance. It is supported by Group functions including Legal, Sustainability, Human Resources and Internal Audit, and continues to be executed by operational and procurement teams in the Divisions. The Group General Counsel has oversight of the programme at the Executive Management Team level.

The programme sits within our wider Human Rights programme and forms part of the broader work we do to support and promote responsible business. We operate in compliance with local laws, are committed to respecting internationally recognised human rights standards, guided by the United Nations Guiding Principles for Business and Human Rights, the International Bill of Human Rights and the International Labour Organisation’s Declaration on Fundamental Principles and Rights to Work.

About this statement

This document comprises Informa’s annual Modern Slavery Statement for the financial year ending 31st December 2021. It is published in accordance with the UK Modern Slavery Act 2015 and is a record of the actions taken by Informa Group Plc and its subsidiaries to prevent modern slavery, forced labour and human trafficking from its business operations and supply chain.

This Statement was approved by the Board of Directors of Informa Group Plc in June 2022 and is made on behalf of Informa Plc and all applicable subsidiaries, where the activities form part of the supply chain or business of Informa as a parent company. This includes Informa UK Limited and Informa Connect Limited; the full list of our subsidiaries can be found in [Informa’s 2021 Annual Report](#).

About Informa: our business structure & supply chains

Informa's purpose is to champion the specialist, connecting people with knowledge to help them learn more, know more and do more.

Informa operates in the Knowledge and Information Economy, delivering academic knowledge services, live events and business-to-business digital services to specialists.

Informa is listed on the London Stock Exchange and is a member of the FTSE 100 group of companies, with revenues of £1,799m in 2021.

Our colleagues

At the end of 2021, Informa employed over 10,000 colleagues located in 37 countries, supported by just over 3,000 contractors.

These contracted workers include researchers and analysts, subject matter experts acting as contributors or editors to our journals, those engaged in live event delivery and other professionals including those helping to provide managed technology services.

We follow a set of consistent recruitment principles to ensure fairness and the avoidance of bias during recruitment, so that we continue to attract a diverse workforce.

Our divisions

Informa is structured as five operating divisions and one support division, which houses our group functions and shared operations. Our operating divisions serve three markets: Academic Markets and Knowledge Services, B2B Markets and Digital Services, and Business Intelligence.



Informa Connect: providing businesses and professionals with connections and commercial edge, through specialist content and content-led live and on-demand experiences



Taylor & Francis: providing academic knowledge services, including open research and advanced learning, to researchers and experts, institutions, libraries and funders



Informa Markets: enabling businesses to access specialist markets, through smart events, specialist brands and data-driven digital demand generation services



Informa Intelligence: delivering high value data and intelligence in three main specialist markets: clinical trials, vessel tracking, and international fund and fixed income flows



Informa Tech: delivering specialist content, industry communities, audience development and lead generation services to the technology industry



Global Support: home to the teams who support Informa's commercial divisions and ensure the company operates successfully

Informa's business partners and supply chain

In 2021, Informa worked with approximately 30,000 business partners in over 130 countries to deliver our products and services and keep our operations running successfully.

Our aim is to form close, trusted and sustainable relationships of mutual benefit where possible. We expect our suppliers to work in a way that aligns with our own standards and guiding principles. The services and areas in which we most commonly worked with suppliers in 2021 include:



Subject matter experts, speakers, partnerships



Event venues and construction



IT software, data and hosting



Print, print management and distribution



Property and office



Professional services

An overview of the geographic spread of these supplier partnerships is included in our [Geographic risk section](#).



Supplier relationship management

Supplier management is overseen and supported by specialist teams and individuals, who work alongside Legal and other functions to manage our key business partnerships.

Recruitment partners

Our external recruitment partners are expected to support the same principles as Informa, and to follow the Group's Business Partner Code of Conduct.

Our Code of Conduct and Policies

Informa's Code of Conduct and associated policies describe the processes and policy commitments that support our Modern Slavery programme.

Informa's Code of Conduct and Global Policies are available online and on our intranet. The Code of Conduct was last revised in 2019 and the content of our Code and the Global Policies that support it are reviewed by subject matter experts on a regular basis, including our Legal team and external specialist advisors, as required. Significant changes to policy are discussed and approved at Group committee level.

Our modern slavery, child and forced labour related content was developed with input from external experts on Human Rights and addresses the areas of potential risk that are most relevant to Informa's business, including procurement, recruitment and work conducted outside our offices, such as onsite at one of our live events.

Our Global Sustainability Policy

[Informa's Global Sustainability Policy](#) brings together our policy and commitments on our environmental and social activities and impacts. It includes specific requirements for colleagues and partners engaged in procurement and recruitment, including a commitment to the "employer pays" principle, avoiding recruitment which places a financial burden on candidates or workers.

Our Code of Conduct

Informa's Code of Conduct, *How we work at Informa*, acts as a central point of reference for all Informa colleagues and provides clear information on our core commitments and expectations of behaviours and business practice, set in the context of Informa's Guiding Principles and ways of working.

The Code includes our commitment to respect internationally recognised human rights, a detailed section on modern slavery and child labour which includes our intent to seek to eliminate modern slavery, human trafficking, forced and child labour from our business and supply chain, and our requirements for colleagues engaging in recruitment, procurement or when working off-site.

The Code of Conduct applies to everyone who works for Informa or on our behalf, including both permanent colleagues and temporary or contract workers. Our Code of Conduct is available [here](#).

Our Business Partner Code of Conduct

Our Business Partner Code of Conduct is applicable to all Informa's business partners, including our

suppliers, contractors and agents. The Business Partner Code, available in eight languages, contains newly-strengthened sections on modern slavery and on child labour, and is aligned to our colleague Code of Conduct.

Business Partners must not engage in, work with or subcontract to any third party that engages in the use of forced labour, child labour or any labour that makes use of human trafficking or restricts freedom of movement. Our Business Partner Code of Conduct can be viewed [here](#).

Speak Up – our whistleblowing policy

Guidance on contacting our whistleblowing line, Speak Up, and on protections for those who report is included in all our Global Policies and both our Code of Conduct and Business Partner Code of Conduct.

Our Speak Up Policy provides additional detail about all the reporting channels available, and the investigations process. Further information on our whistleblowing provision can be read [later in this Statement](#).

Due diligence

Supplier relationship management & due diligence

We take a tailored approach to the management of our key business partnerships, determined by the risk priorities of the division owning the supplier relationship. Additional audits, enhanced due diligence and executive level oversight are applied to our most important relationships.

Our enhanced due diligence processes include checks on compliance, social responsibility and anti-exploitation of labour. We also seek to identify other factors, such as financial dependency on the business relationship, that might enhance the risk of modern slavery or other labour abuses.

All partners, including suppliers, contractors and agents, are expected to comply with the standards set out in Informa's Business Partner Code of Conduct, which is built into all our formal procurement processes. We reserve the right to terminate any contract if non-compliance is discovered and is repeated, severe or cannot be resolved.

Procurement processes for key company-wide technology suppliers were updated in 2021, and now incorporate due diligence on modern slavery, environmental and governance matters. The processes, which include tendering and contract renewal, have been designed to ensure our major technology partners are aligned and meeting the standards we would expect, with initial checks on compliance issued to the first set of suppliers in 2021.

The modern slavery and human rights questionnaire developed by the Taylor & Francis Journals Production team in 2020 has now been rolled out to all suppliers managed by this team and categorised by them as Tier 1, and the process was extended to key suppliers managed by the Peer Review procurement specialists.

Recruitment due diligence

Colleagues recruited to Informa are subject to identity checks and confirmation of their right to work in that location as part of the onboarding processes, including age and citizenship status checks where this is applicable.



Assessing & managing modern slavery risk

The most significant part of our modern slavery programme is the process by which we identify our risk of modern slavery, assess its likelihood and potential impact, and identify and deploy multiple means of managing or reducing the risk that it may occur.

Risk identification and assessment

At Informa, the assessment, management and oversight of risk is a continuous activity, using an established risk management framework and governance structure, which is described in more detail in our Annual Report.

Our risk assessment processes consider both financial and non-financial impacts and the broader likelihood of their occurrence. In our assessment of the risk of exposure to modern slavery in Informa's operations and supply chain, we follow the broader Group Risk management processes. These are then overlaid by modern slavery-specific considerations, seen from the perspective of the rights holders and with consideration of remedy, in line with the United Nations Guiding Principles.

Sources of data used to assess our modern slavery risk exposure include the most recent Global Slavery Index, together with the US Trafficking in Persons report and the Freedom in the World Report.

The following key risk indicators are considered:

- **Industry sector**, including the type of product or service supplied and workforce requirements
- **Geography**, including location of key operations, offices, venues
- **Nature of the supplier relationship**, recognising that more significant or longer-term engagements provide us with greater opportunity to influence, monitor and support
- **Local / national regulatory or legal compliance**
- **Supplier activity** including evidence of a compliance and/or human rights programme or similar commitments or actions

Final assessment of the specific risks attached to the supplier relationship is dependent on the interrelationship between these indicators, where one factor may significantly mitigate another.

Events and COVID-19: an ongoing impact on risk

During 2021 we saw a gradual return to live events at different times in different parts of the world, and our teams worked in close collaboration with local officials to ensure visitor safety and confidence.

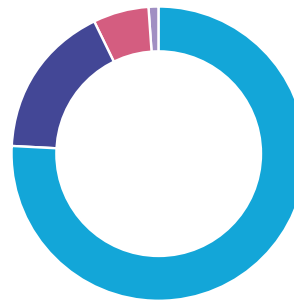
As in 2020, in the locations and periods when travel and large scale events were restricted, our direct engagement with the suppliers who usually help deliver or operate our events was also restricted, including with our partners in construction, catering and hospitality industries, which are typically considered as having a higher risk of modern slavery issues. We continue to monitor the impact of the pandemic on our exposure to modern slavery risk as the situation develops.

Our geographic risk

We review our analysis of geographical risk annually to determine the relative risk of modern slavery and forced labour in the countries and regions in which Informa's colleagues and business partners work and live.



Colleagues



2021

10,000+ colleagues
in 36 countries

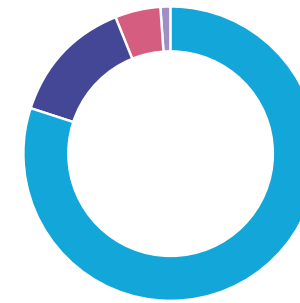
92% of colleagues in
locations assessed as
low or moderate risk
of modern slavery

Key: ■ Low ■ Moderate ■ High ■ Very high risk

76% of our colleague population is located in countries with the lowest incidence of modern slavery, including United Kingdom, United States, Canada and Japan. Colleagues in locations assessed as moderate, including Singapore and Hong Kong, make up a further 17%.

1% of colleagues are located in countries identified by reference sources as having a very high risk of modern slavery or forced labour. The nature of Informa's business in these locations means that most of our colleagues are professionally qualified or specialists in their role, and work in more advanced fields than is typical for those at risk of modern slavery.

Suppliers



2021

30,000 suppliers
in 131 countries

95% of procurement
spend with suppliers
in locations assessed as
low or moderate risk

95% of our procurement expenditure took place in locations identified as having low or moderate risk of modern slavery, according to our assessment criteria and sources.

Our expenditure in locations assessed as very high risk stands at just 0.5%, having decreased by a further 30% since 2020. We continue to monitor the risk associated with partnerships in these locations: suppliers include academics, subject matter experts and speakers at our events and local offices of global professional services firms, both of which are roles and fields considered to be at lower risk of modern slavery.

Industry sector risk: areas of focus

Informa's businesses and products are supported by a broad variety of partners representing industries with a range of exposure to the risk of labour rights abuses.

Sector

Services or products supplied

Timber & forestry

Paper and card used in printing of publications; office supplies; timber used in stand construction for events

Construction

Build and take down of exhibition stands; venue development including temporary structures

Hospitality & venues

Use of exhibition centres, hotels and other venues to host events and for the accommodation of colleagues and event attendees

Manufacturing

Manufacture of small marketing materials, including lanyards and badges; print production including impacts associated with binding and inks

Mining

Extracted minerals and metals used in extended supply chain; reusable stands for events; IT hardware and office supplies

Risk management & mitigation

Informa uses a range of actions to help address the risk of modern slavery occurring in our business operations or supply chains, including

- Embedding the requirement to comply with the Business Partner Code of Conduct in tendering processes, standard contracts and framework agreements across the Group, with a commitment to ethical procurement built into the procurement strategy
- Use of preferred venue providers with established anti-modern slavery programmes
- Inclusion of anti-modern slavery clauses in manuals provided to exhibitors at events, plus a requirement for valid work permits, ID badges, and a prohibition on the presence of children during build and breakdown at B2B events
- In-person monitoring by operational teams for the presence of children and forced labour on site during event construction
- Provision and communication of a third-party managed confidential reporting service, available to colleagues and third parties in multiple languages
- Training and communication, including on risk red flags, to enable improved identification of potential use of forced labour, plus communication on modern slavery by procurement teams to their peers
- Internal recruitment processes, including identity and rights to work checks, payment of the Living Wage in the UK
- Engagement with editors and authors on the ethical conduct of research that we publish, including use of valid informed consent for clinical trial participants, to help address the risk of coerced participation

In-person event venue visits by the Group Internal Audit team, which include child labour checks, remained limited in 2021 owing to fewer events being operated and the impact of pandemic travel restrictions. In-person audit visits to key strategic business partners by procurement teams were also subject to the same restrictions and limitations.

Examples of specific risk mitigation activity

Use of paper and timber

The illegal or unsustainable harvest of timber is frequently associated with large-scale corruption, destruction of rare species' habitat, organised crime and serious human rights abuses, including the use of forced and child labour.

We aim to mitigate the risk this represents by ensuring, as far as possible, that the timber and paper used in our operations and products holds a responsible sourcing certificate. One example of this is FSC certification, which incorporates core labour requirements into its system and Chain of Custody Standards, including the effective abolition of child and forced labour.

This commitment forms part of the Group's sustainability programme and is reported annually as a KPI in Informa's Sustainability Report, with a long term KPI for 100% of paper and timber to be obtained from certified or recycled sources. In 2021, 92% of paper was obtained from certified sources.

The Group Paper & Timber Sourcing Policy, Code of Conduct and Group Sustainability Policy all contain the mandate to source paper and timber from certified sources where possible, whether ordering directly or through contractors. Colleagues sourcing timber or

paper in South America, South East Asia, Africa and the Middle East that is not certified sustainable or recycled, must conduct additional due diligence, and the policy is required to form part of all contracts with applicable suppliers.

Event stands

Informa's Better Stands programme is one example of a sustainability initiative that supports responsible labour practices, as well as broader environmental goals.

We are working with exhibitors with the aim to switch from the use of disposable custom-built stands to reusable stand structures.

These are typically quicker and simpler to set up, improving health and safety risk exposure and reducing the need for some forms of labour that have been identified as potentially more vulnerable to use of exploited and child labour. They also help to reduce the use of single-use timber products.

Exhibitors and contractors at over 300 events had participated in this programme by the end of 2021.



Sustainable event management

Informa's Sustainable Event Management System is a framework which aims to embed key sustainability considerations into all of our events. Topics include responsible procurement and compliance with our Code of Conduct, which includes modern slavery and human trafficking.

Over 200 in-person and smart events have participated in the sustainable event management framework since its launch in 2019. Compliance with the programme is tracked and monitored by the Group Sustainability team, and reported as part of the annual Sustainability Report.

In 2021, Informa partnered with the Association of Event Organisers (AEO) to give open access to the framework as a resource for all AEO, AEV and ESSA members.

Journals supply chain

In 2020, the Global Supplier Management team worked with the Divisional and Group Compliance team to design a programme to identify modern slavery in the Journals supply chain and, where necessary, take corrective actions to protect the people involved, directly or indirectly, in producing our products. Due diligence on modern slavery has now been built into the team's tendering processes, which are next scheduled for 2023, together with a mid-contract audit questionnaire.

The first set of questionnaires was issued to prepress suppliers in early 2021 and all critical/Tier 1 suppliers managed by the team have now responded to these questionnaires. The team worked together with Compliance to evaluate the information and documentation provided by the suppliers to demonstrate good practice and the team is intending to follow this up with in-person site visits to confirm the responses provided.

The team has also published a Modern Slavery & Staff Well-being intranet page to share best practice with other procurement teams, including key red flags that might indicate someone is a victim of modern slavery, and has spoken to other teams about this element of their sustainable supply chain work.

The team has found no indications that modern slavery is an issue at our suppliers directly. Responses have demonstrated good understanding of the issue, well-developed compliance programmes, and overall compliance with Informa's standards and Business Partner Code of Conduct.

The supplier management team is committed to remaining diligent: to check with suppliers that the business partners they use are also following good practice, and to work with them to make a positive contribution to the well-being of staff working on our account.



Effectiveness: monitoring, reporting and key indicators

Monitoring, report and audit processes

Informa's Internal Audit team reviews specific elements of this programme as part of their operational audits, reviewing procedures, labour usage and monitoring for minors on site. Actions identified would be managed to completion and any non-completed actions would be raised with the Group Audit Committee. A limited programme of operational audits was completed in 2021, impacted both by travel restrictions and by the more limited number of live events: the Internal Audit team was focused primarily on health and safety in the context of the pandemic, but continued to monitor for child labour during walkthroughs.

The Business Partner Code of Conduct contains provisions for audit and, where compliance with the Code has been agreed as part of a contract, we reserve the right to terminate that agreement in the event that non-compliance is discovered, and is repeated, severe or cannot be resolved. In-person visits by relationship owners to our strategic business partners, which provide additional opportunities for audit, continued to be postponed through 2021 but are intended to be resumed once it is judged safe to do so. In the interim, questionnaires have been issued to Tier 1 suppliers in our technology and journals supply chain.

The Group Compliance team reports on completion statistics for our Code of Conduct training, which includes our modern slavery content, to the Group Risk Committee, and tracks completion levels for new joiners as part of our formal risk management process for managing the risk of regulatory compliance; training completion rates are reported in the Annual Report and Sustainability Report.

The Group Compliance team monitor reports made via the Speak Up line to ensure they are managed appropriately and consistently. Breaches of our Code of Conduct and associated Global Policies are reported to the Risk Committee and Board; volumes of breaches and resolution times are tracked.

External reporting: indices

In addition to our internal reporting, Informa provides information on our performance and progress to third party assessors and indices, including the Dow Jones Sustainability Index (DJSI), FTSE4Good and the Ethibel Sustainability Index.

Our steady and improving progress has been increasingly recognised and in 2021, Informa ranked first in our peer industry group in the DJSI, which measures governance and social risk, including labour rights across our business and supply chain.



Assessment of effectiveness

The effectiveness of any Modern Slavery programme should be understood both in the context of the availability of channels to enable observation, identification and reporting of suspected or actual cases in any operations and supply chain, and also of the controls or other actions which aim at reducing exposure to the risk. The pandemic continued to affect opportunities to observe and monitor circumstances first-hand in 2021.

We have received no reports in 2021 of cases of suspected or actual modern slavery or child labour, whether through our Speak Up line or other reporting channels, material or otherwise.

In addition, none of our current business partners reported any such concerns to us, via their direct contacts with our operational teams, or via our Speak Up line or any other channel.

Questionnaire responses assessed in 2021 showed that those of our current suppliers who were asked to respond demonstrated a good understanding of the risks of modern slavery and had programmes in place to address it. No responses raised concerns.

Internal Audit and operational team checks did not discover or observe any instances of forced or child labour, suspected or actual, at our events in 2021, in the limited instances that these visits were possible at live events.

Responding to incidents or

breaches of modern slavery policy

While we have not in 2021 discovered any cases of forced or child labour amongst our supply chain or operations, or any breaches of our policies, we have in place measures that will enable us to respond to such events.

Our Business Partner Code and other agreements with our suppliers and exhibitors give us the ability to terminate contracts in the event of a breach, but we recognise that the use of modern slavery or forced labour is not a problem that is likely to be resolved by such action.

Our intention would be to seek a constructive solution. We have continued to engage with those responsible for procurement to communicate this intention and to work with them to develop alternative actions, in the event that such abuses are discovered.

Colleagues are mandated to comply with the Code of Conduct and our policies on modern slavery, forced or child labour. Any breaches may result in disciplinary action, up to and including dismissal, and any colleagues knowingly making use of trafficked, child or forced labour or enabling it would be subject to these processes.

KPIs

KPIs relating to compliance training that increases awareness of the risk of modern slavery and child labour

- 90% of new joiners should complete Code of Conduct training within 30 days
- 95% completion for overall colleague population

2021 status

90% (December)

94%

KPIs relating to areas of our supply chain with exposure to modern slavery risk, developed as part of our sustainability programme

- Paper and timber: 100% sourced from sustainable, certified sources
- Better stands: elimination of disposable stands from Informa Connect, Tech and Informa Markets North America by 2023

92%

On track

Colleague engagement and training

Training

Our Code of Conduct training is mandatory for all colleagues and is available in nine languages. It includes specific scenario-based content on modern slavery and child labour, focusing on responsible procurement and due diligence and the identification of key indicators of forced labour, with the intention of enhancing colleagues' awareness and ability to mitigate these risks in our supply chain and our own operations. This content was developed to reflect potential risk areas for modern slavery identified in our most recent risk assessment.

Colleagues are required to make a commitment to comply with the terms of our Code of Conduct before completing the training.

Overall completion stands at 94%, with 85% of those colleagues having completed it within 30 days.

New joiners

In 2021, all new joiners were given Code of Conduct training as part of their Compliance induction training package on joining the company.

The KPIs set by the Board in 2021 for new joiners include the achievement of a 90% completion rate within 30 days.

Opportunities to raise concerns

We recognise the importance of providing people with safe, easily accessible channels for communication, whether they are themselves at risk or a victim, or whether they have observed something that has caused them concern.

To support the processes and controls in place to mitigate modern slavery risk, we ensure that everyone who works with us or for us, or who visits any of our events, has the opportunity to report things that they have seen or experienced freely and in confidence. Our reporting channels, both those available externally and internally, were the subject of regular communications in 2021.

Speak Up

Our confidential whistleblowing line, Speak Up, is available to all Informa colleagues, business partners and customers to report issues or raise concerns and to access expert support. Speak Up is hosted by a third party, Navex. Reporting is always in confidence and reporters may choose to remain anonymous, where this is permitted in law. To facilitate reporting, the line is available in 12 languages and users can also make use of free phone lines in over 18 locations.

Business Partners who have signed up to our Business Partner Code of Conduct are required to share the

details of Speak Up with any of their employees who are working with us or on our behalf.

Other reporting channels

Colleagues and third parties are also encouraged to report directly to internal teams, including HR and Compliance, should they prefer to do so. We provide details of how to contact the line on [informa.com](https://www.informa.com), and in all our Global Policies, our Code of Conduct and our Business Partner Code of Conduct.

Zero retaliation

We are committed to **zero retaliation** against anyone making a report in good faith, or supporting an investigation. We extend this commitment to third parties who report concerns affecting our business.

Training on reporting & investigations management

New guidance was developed in 2021 for line managers who may be required to respond to concerns or support team members involved in an investigation.

In addition, external Legal counsel provided training to members of the HR and Compliance teams engaged in breach investigation and management.

Engagement in global anti-modern slavery efforts

Throughout Informa, we connect people with specialist knowledge. Our contributions to anti-modern slavery initiatives include the specialist knowledge we deliver on human rights related topics and the role we play in industry collaborations to manage risk across our markets.



Academic research

Taylor & Francis, our Academic Markets business, publishes extensive research on these topics, including articles looking at the impacts of the pandemic on the prevalence of modern slavery and child labour, reviews of the effectiveness of new and current regulations and the research into aspects of the historical contexts and ongoing impacts of slavery.

Publications in 2021 included the Journal of Human Trafficking, Slavery & Abolition, the International Journal of Human Rights, the Nordic and Australian Journals of Human Rights, and the Journal of Immigrant and Refugee studies.

This knowledge is part of Taylor & Francis's broader online collection, Sustainable Development Goals Online ([SDGO](#)).

Industry associations

In the events market, our sustainability team are at the centre of collaborative efforts to drive sustainability development across the industry, including industry programmes targeting modern slavery, human trafficking, and child labour.

In 2021, Informa's Senior Sustainability Manager was chair of the cross-association Sustainability Working Group, which brings together members of the Association of Event Organisers, the Association of Event Venues and the Event Suppliers and Services Association to help to drive sustainable development across the events industry. The working group has developed a framework to improve alignment on these issues, including content on human trafficking and modern slavery.

Informa's Head of Sustainability continued as a member of the Event Industry Council (EIC)'s Sustainability Committee, which sets the EIC's sustainability strategy. The EIC's sustainable event standards include criteria related to planning and policy for human trafficking. Informa is a launching signatory to the EIC's Principles, which include Basic Social Considerations, including universal human rights and labour practices.