

2022 Modern Slavery Act Statement



Strength and specialisation

At Informa, our driving purpose is to champion specialists: to help businesses and professionals in 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.

2022 was a year of opportunity and positive change as many of our markets, and especially our live events, began to return to pre-pandemic levels of activity.

Our areas of focus in the past few years - growing and investing in our digital services, supporting our talented colleagues and deepening our relationships with customers - have enabled us to make the most of the opportunities open to us. We have also completed the first year of our Growth Acceleration Plan 2, making good progress on our ambition to grow further, faster and sustainably through deepening our focus on specialist markets, and accelerating the pace and rate of digitalisation.

Supporting colleagues remains a priority for us. Our teams have shown great agility and engagement through the broader challenges of the last few years, and we actively foster a culture and environment in which everyone feels they belong and can thrive.

We recognise that, unfortunately, this is not the case in every workplace in the world or in every market, particularly in a time of macro-economic challenge.

It is important that we continue to work to ensure, as far as possible, that modern slavery, child labour and human trafficking does not take place anywhere in our operations or in our supply chain, looking to engage with partners and suppliers who reflect our values and commitments as a responsible business.

In addition, Informa's role as a leading international events, digital services and academic knowledge Group, gives us both a role and valuable perspective, and we support broader efforts in our markets, industries and through our research publications to understand and work towards the elimination of modern slavery from business.

This report shares an overview of our commitments, governance, processes and the positive contributions we seek to make. 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 potential 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

About this statement

This document comprises Informa's annual Modern Slavery Statement for the financial year ending 31st December 2022. 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 Plc in June 2023 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, Informa Connect Limited; the full list of our subsidiaries can be found in [Informa's 2022 Annual Report](#).

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 Informa: our organisational structure

Informa's purpose is to champion the specialist, connecting people, connecting knowledge and connecting ideas.

Informa operates in the Knowledge and Information Economy, focusing on two markets: academic markets and business to business markets. We deliver specialist products and services including cutting edge research and researcher services, alongside live and on-demand events, specialist media and content and B2B digital and data-driven services.

Informa is listed on the London Stock Exchange and is a member of the FTSE 100 group of companies, with revenues of £2,262m in 2022.

Our colleagues

At the end of 2022, Informa employed around 11,000 colleagues located in 35 countries, supported by just over 4,000 contracted workers.

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, to ensure we continue to attract a diverse workforce.

Our divisions

Informa is structured as four operating divisions and one support division, which houses our group functions and shared operations. Our operating divisions serve two markets: Academic Markets and B2B Markets.



Informa Connect: creates content-focused and content-rich live and on-demand experiences, digital media, accredited training and B2B digital services that enable specialist markets and professional communities to convene, learn and network.



Informa Markets: enables businesses to trade, innovate and grow, helping buyers and suppliers in specialist markets worldwide to connect with customers and audiences through on-demand and large-scale live events, digital marketplaces and B2B digital services.



Informa Tech: sits at the heart of the global technology community, delivering B2B market insight and access through research, media training, live and on-demand events, and digital demand generation services.



Taylor & Francis: supports, validates, publishes and connects the work of academic researchers and other knowledge makers around the world, ensuring high-quality research can make the fullest contribution and impact possible.



Global Support: underpinning the other divisions, Global Support enables each operating division and comprises Informa's Group functions and Group Operations.

In 2022, Informa divested its three Informa Intelligence businesses.

Informa's business partners and supply chain

During 2022, Informa worked with more than 33,000 business partners in over 150 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 2022 include:



Event venues and construction



Subject matter experts, speakers, partnerships



IT software, data and hosting



Professional services



Marketing, promotion and advertising



Print, print management and distribution

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 in the divisions, who work alongside Legal and other functions to manage our key business partnerships.



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 content of our Code and associated Global Policies that support it are reviewed by subject matter experts on a regular basis, with input from our internal 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 content was developed with input from an external expert on Human Rights and addresses the areas of potential risk that are most relevant to Informa's business.

Our Global Human Rights Policy

In 2022, we centralised our existing commitments around Human Rights and details on risk assessments and remedy into a Global Human Rights Policy, which can be viewed [here](#).

The policy, developed with input from external human rights specialists, focuses on the aspects of Human Rights of greatest specific applicability to Informa's colleagues, communities and operations.

Our Code of Conduct

Informa's Code of Conduct, How we work at Informa, provides clear information on our core commitments and expectations of behaviours and business practice, set in the context of Informa's Guiding Principles.

The Code includes our commitment to respect internationally recognised human rights and 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, together with 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 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.

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 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.

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. All colleagues and business partners are able to access Speak Up. 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 these relationships, 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 and 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.

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 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.

Due diligence on modern slavery, environmental and governance matters is incorporated into procurement processes to support and manage our relationships with key company-wide technology suppliers. The processes, which include tendering and contract renewal, are designed to ensure our major technology partners are aligned and meeting the standards we would expect.

The modern slavery and human rights questionnaire used by the Journals Production team was reissued to their suppliers in 2022, as part of an annual process to re-confirm responses. Suppliers wishing to partner with the team in 2022 were pre-screened, and those incompatible with Informa's position on corporate and social responsibility were not invited to continue with the process.

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

For all companies, risks arise as a natural consequence of doing business. As a company, we set out to identify and understand the risks we face as a Group and to develop and deploy effective and appropriate risk strategies to manage them.

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

Informa aims to take a balanced approach to risk: to identify and understand risk through the assessment of our strategy, operations and commercial activity. The assessment, management and oversight of risk at Informa is a continuous activity and is delivered through an established enterprise risk management framework, which is described in more detail in our Annual Report.

We analyse risk against a set of financial and non-financial assessment criteria, considering both likelihood and impact. In our assessment of the risk of exposure to modern slavery in Informa's operations and supply chain, we overlay the broader Group Risk management processes with modern slavery-specific considerations, seen from the perspective of the rights holders and with consideration of remedy. Sources of data used to assess our modern slavery risk include the Global Slavery Index, 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.

Group Human Rights Risk Assessment

In 2022, Informa completed its second group-level Human Rights Risk Assessment to identify the key sources of human-rights related risk for Informa, its colleagues and value chain.

The assessment engaged with teams in key functional areas across the Group to understand, map and prioritise potential areas of risk. Areas of focus included labour practices, including modern slavery and child labour, and progress since the previous risk assessment. The assessment was conducted in line with the framework established in the United Nations Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

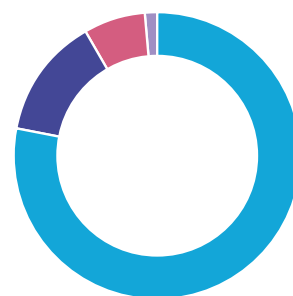
The findings were used to confirm the content of Informa's new Human Rights Policy, and will be used to prioritise activity in 2023.

Our geographic risk

We review our analysis of our 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

**2022**

11,000+ colleagues in 36 countries

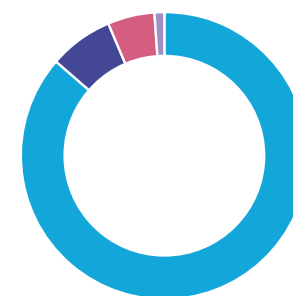
92% of colleagues in locations assessed as low or moderate risk of modern slavery

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

78% of our permanent 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, make up a further 14%.

1% of our colleagues are located in countries identified by our reference sources as having a very high risk of modern slavery or forced labour, including Thailand and the Philippines. 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

**2022**

33,000 suppliers in over 150 countries

93% of procurement spend with suppliers in locations assessed as low or moderate risk

93% 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 1%, which includes expenditure associated with our events in Thailand and the Philippines. We continue to monitor and manage the risk associated with partnerships in these locations, including targeted risk management for our most significant ongoing partnerships. Other suppliers include academics, subject matter experts and speakers at our events, and the local offices of global professional services firms, which are roles and partners that tend to be at a 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 printed material and office supplies; timber used in stand construction for events

Construction

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

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; print production; technology including IT hardware, reusable stands

Mining

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

Services

Service suppliers to Informa's offices and events, including security, cleaning, catering, maintenance and waste management





Risk management and mitigation

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

Our risk management, control and mitigation actions include:

- Embedding the requirement to comply with the Business Partner Code of Conduct in tendering processes, standard contracts and framework agreements across the Group
- Use of hotel venue providers with established anti modern slavery and trafficking programmes
- Inclusion of clauses that prohibit the presence of children during build and breakdown at B2B events in manuals provided to exhibitors at events, plus a requirement for valid work permits, ID badges
- In-person monitoring by operational and Health, Safety & Security 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
- Internal recruitment processes, including identity and rights to work checks, payment of a Living Wage in the UK

- Engagement with editors and authors on the ethics of the research that we publish, including use of valid informed consent for clinical trial participants, to help address the risk of coerced participation and exploitation of vulnerable communities
- Engagement with supplier risk management providers to manage due diligence on key publishing business partners

Event site visits by the Group Internal Audit team, which include child labour checks and site access checks as part of operational audits of events, resumed in 2022.

In-person audit visits to key strategic business partners by procurement teams also resumed in 2022, and included the opportunity to validate responses to desk-top modern slavery and human rights due diligence and audits.

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.

Informa aims to mitigate the risk represented by its use of timber and paper products by a commitment to ensure, as far as possible, that the timber and paper used in our offices and products hold a responsible sourcing certificate, such as the FSC, 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 2022, 94% of paper was obtained from certified sources, an increase of 2% on the previous year.

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

The Better Stands initiative forms part of Informa's broader Sustainability programme.

The initiative seeks to encourage, and subsequently require, exhibitors to switch from the use of disposable custom-built stands to reusable stand structures and aims to help halve our events' waste by 2025 and reduce the use of single-use timber products.

Reusable stand structures can also be 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.

In 2022, the Better Stands programme was rolled out to all divisions and regions to accelerate the eventual elimination of disposable stand use by exhibitors. This included an initial pilot with events

in Japan and Hong Kong, working with internal teams and key delivery partners to engage stakeholders in the programme's benefits.

Sustainable event management

Informa operates a Sustainable Event Management System which aims to embed key sustainability and responsibility considerations into all of our physical, hybrid and digital events and provides a consistent framework against which to track progress.

The framework includes elements such as responsible procurement, stakeholder engagement and community and wellbeing impacts and, as part of the advanced programme, a section on "Business Governance" which looks at compliance with Informa's Code of Conduct, including bribery, legal compliance and modern slavery.

312 events participated in the sustainable event management framework in 2022, an increase of 135% on 2021. Compliance with the programme is tracked and monitored by the Group Sustainability team, and reported as part of the annual Sustainability Report.

Publishing supply chain

Intermediary Due Diligence

PSI IPV (PSI) provides centralised due diligence services focused on sales agents and intermediaries working with the publishing industry, including the provision of training, background checks, and the maintenance of a central due diligence register. Informa subscribes to this service through Taylor & Francis, and in 2022 engaged with PSI to extend their due diligence to include human trafficking and modern slavery. The update will apply to all intermediaries participating in their register, both those used by Taylor & Francis and by other publishers.

Global Supplier Management

In 2022, the Global Supplier Management team continued to build on their programme to identify and manage the risk of modern slavery amongst their supplier group. The modern slavery and human rights questionnaire was re-issued to suppliers, as part of an annual validation process to ensure responses remain correct and current.

The team also resumed their programme of in-person site visits using the opportunity to confirm and validate the information they had been provided and discuss the subject of staff wellbeing and labour rights with management. The team found no indications that modern slavery or child labour is an issue at the suppliers visited.

In addition, new potential suppliers are invited to complete a pre-screening questionnaire which includes the topics of compliance and ethics, and suppliers unwilling to provide adequate confirmation that they are aligned with Informa's position have not been invited to progress.

The Book Chain Project

In 2022, Taylor & Francis resumed its membership of the Book Chain Project, a collaborative project which aims to enable publishers to make better informed purchasing decisions by collecting and analysing data on key publishing supply chain stakeholders.

The Project, managed by Carnstone, a specialist consultancy, focuses on three specific areas:



Forest Sourcing



Chemicals & Materials



Labour & environment

Taylor & Francis subscribes to all three modules, with modern slavery risk management focused within Labour & Environment section. This sets out clearly publishers' expectations on labour practices, and environmental management and hosts the publishing industry Code of Conduct. The Code of Conduct, based on existing internationally-recognised Codes and Laws, is supported by a requirement for suppliers to complete audits. The Code of Conduct was extensively updated in 2021.

Suppliers from countries identified as highest risk of poor labour and environmental practices are required to complete a third party audit, such as ICTI, SMETA, SA8000, WCA or BSCI. Findings of concern would be flagged to Taylor & Francis. Suppliers subscribed to the Book Chain now include a number of significant manufacturing suppliers, together comprising approximately 10% of divisional spend in 2022.



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. Operational site audits resumed in 2022. Questions related to modern slavery and child labour are included in event audits, which also include confirmation of key contract provisions (such as compliance with our Business partner Code of Conduct) and confirmation that ID checks are conducted on workers before admission to the venue, which helps ensure that under age workers are not admitted.

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 had been suspended or replaced by desk-based audits during the period of Covid restrictions, resumed in 2022.

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 Board, 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 reporting trends are tracked.

External reporting: indices

Informa continues to participate in a number of benchmarks and indices, for which we provide details of our work on human rights, modern slavery and other labour rights abuses within our business and supply chain.

In 2022, we maintained our position in the Dow Jones Sustainability Index, ranked top of the global media sector for the second year and scoring in the top 10% for the S&G Global ESG Score. Amongst other index ratings, Informa is a member of the FTSE4Good and the Ethibel Sustainability Index Excellence Europe and holds an AA MSVI ESG rating, recognising our resilience to long-term financially relevant environmental, social and governance risk.



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.

We received no reports in 2022 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.

Our publishing and research ethics controls identified a number of pieces of research that did not meet our editorial standards in terms of ethics or informed consent, and which were not accepted for publication as a result.

Supplier due diligence questionnaire responses assessed in 2022 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, though we recognise the limitations of this format.

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 2022.

Responding to incidents or

breaches of modern slavery policy

While we have not in 2022 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 an event.

While 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, 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, in the event that the use of forced or child labour is discovered amongst our supply chain or operations, is to seek a constructive solution: we have continued to engage with those responsible for procurement to communicate this and to work with them to develop alternative actions.

Colleagues are mandated to comply with the Code of Conduct and associated Global Policies. 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

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

2022 status

79% (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

94%

On track

Colleague engagement and training

Training

Our Code of Conduct training is mandated to 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 and is aligned with 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.

New joiners

In 2022, all new joiners were given Code of Conduct training as part of their Compliance induction training package on joining the company. Compliance training is now embedded in Divisional colleague onboarding processes to maintain a high completion rate.

Overall completion stands at 94% for 2022, with 79% of those colleagues having completed 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 were the subject of regular communications in 2022.

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.

In 2022, the reporting process was significantly simplified and is now compatible with mobile devices.

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, 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

In 2022 we developed bespoke awareness training for all colleagues on speaking up and how to handle a concern if you're a line manager, for roll out in 2023.

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

Contributions to global 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 collaboration to manage risk across our markets.



Academic research

Taylor & Francis, our Academic Markets business, publishes an extensive range of research on these topics. In 2022, this included articles looking at the impacts of Covid-19 on human trafficking and modern slavery, research into industries affected by or making use of forced or child labour, including palm oil production, fashion and fishing, and reviews of policy and post-trafficking healthcare.

Journals focused on these topics and published in 2022 included the Journal of Human Trafficking, Slavery & Abolition, the International Journal of Human Rights, and the Nordic and Australian Journals of Human Rights.

This knowledge forms part of Taylor & Francis's broader online collection, **Sustainable Development Goals Online (SDGO)**, which is a carefully curated interdisciplinary collection of digital content mapped to the United Nations' Sustainable Development Goals (SDGs). Informa is committed to help and promote the achievement of the SDGs as part of our FasterForward Sustainability programme.

Industry engagement

Informa, and its subsidiary brands and businesses, remains a member of multiple industry associations supporting and driving collaborative programmes that help address modern slavery, human trafficking, and child labour, including the Global Association of the Exhibition Industry and the International Association of Exhibitions and Event.

Informa's Head of Sustainability continued as a member of the Event Industry Council (EIC)'s Sustainability Committee. The EIC's sustainable event standards were updated in 2022 and include new criteria related to planning, policy and training for human trafficking. Informa is also a launching signatory to the EIC's Principles, which include Basic Social Considerations, including universal human rights and labour practices.

