

# Modern Slavery and Human Trafficking Statement

**March 2025/2026**

This statement constitutes the slavery and human trafficking statement for each of the entities listed below (together the “Group”) in respect of the financial year 2025/2026, made pursuant to Section 54 of the Modern Slavery Act 2015:

1. Vancouver Topco Limited;
2. Immediate Media Company Limited;
3. Immediate Media Company London Limited;
4. Nutratch Limited;
5. Immediate Live Limited;
6. Upper Street Events Limited;
7. River Street Media Limited; and
8. River Street Events Limited.

We also require our employees operating within the following international entities to comply with our policies on modern slavery:

1. Immediate Media Company Australia Pty Limited (Australia); and
2. Hitched PTY Limited (South Africa).

This statement should be read alongside the [Immediate Media Company Code of Business Conduct](#) (“Code of Business Conduct”) and the [Immediate Media Company Ethical Policy](#) (“Ethical Policy”).

## **Our story**

Formed in 2011, Immediate is the award-winning content and platform company that is home to some of the biggest and most loved consumer brands in the UK. Our trusted, quality content reaches millions of people every month across digital, print, video, podcasts, apps, live events, tools and services. We’re the destination for people looking to get more joy from the things they love – helping to inspire them, deepen their knowledge and fuel their passions.

## **Our Policies on Modern Slavery**

Immediate is proud of its commitment to ensuring a high standard of ethical trade practices, including the provision of safe working conditions and the protection of workers’ rights, across its global businesses.

Our business has long conducted its procurement activity in accordance with the provisions of its Ethical Policy, which reflects the international standards set out in the International Labour Organisation (ILO) Conventions.

For many years, we have required suppliers to observe the Ethical Policy and the Code of Business Conduct and to demonstrate a similar commitment to an ongoing programme of ensuring (and, where necessary, improving) ethical and compliant corporate and supply practices.

Structure and Supply Chains: Our Code of Business Conduct and Ethical Policy form part of all of our supply contracts and can be found in links at the foot of the homepage of our corporate website. As Immediate has invested in both organic growth and growth by means of acquisition, these fundamental values have been brought into play in all aspects of its business. All parts of Immediate's business are in compliance with the Code of Business Conduct and are in compliance with or actively working towards the full implementation of the Ethical Policy.

## **Risk Assessment and Due Diligence**

Key staff have been identified within our business and tasked with primary responsibility for understanding, assessing and monitoring the risk within our business of modern slavery and human trafficking. Those staff include our Production Director, our Director of International & Licensing, our Group Production and Sustainability Manager, our Buying Managers (for our Youth and Children's brands) and our Facilities Managers. We conduct training for our staff from time to time to remind them of our ethical policies and our obligations in respect of combating modern slavery.

Many of our key suppliers are subject to regular ethical audit, which includes independent investigations into the protection of workers' rights and prevention of slavery or human trafficking. These audits allow us to identify and measure the effectiveness of our suppliers' compliance with our modern slavery policies.

## **Our actions**

Any concerns relating to slavery or human trafficking must be reported promptly to Immediate's Production Director, General Counsel and Chief Financial Officer. You can reach them by emailing [legal@immediate.co.uk](mailto:legal@immediate.co.uk).

Immediate continues to work with its industry peers, through the Professional Publishers' Association, to remain exponents of best practice.

This statement has been approved by Immediate's Chief Executive Officer and Chief Financial Officer.

Signed: Sean Cornwell, CEO