

# MODERN SLAVERY

This statement describes Informa's response to the UK Modern Slavery Act 2015 and sets out the steps the Group has taken to remove slavery and human trafficking from our supply chain. For questions or further information, contact Informa using the [Contact Us details](#) on our website.

## OUR COMMITMENT

Informa is a leading business intelligence, academic publishing, knowledge and events businesses, operating in the Knowledge and Information Economy. The Group serves commercial, professional and academic communities by helping them connect and learn, and by creating and providing access to content and intelligence that helps people and businesses work smarter and make better decisions faster.

In all day to day interactions, the Group's [guiding principles](#) inform the decisions colleagues make to ensure the company is sustainable and its brands are trusted by customers.

Since the introduction of the UK Modern Slavery Act, the Group has harnessed the commitments made in our guiding principles to focus our work. While we have always sought to follow ethical business practices, the focus this year has been on developing a programme that makes a far more explicit commitment to the work of eradicating modern slavery, both in our business and interactions with the supply chain and other business partners. The programme will continue to develop and strengthen as we seek to ensure that, as far as possible, the business and supply chain is operated **free from modern slavery and human trafficking**.

## ABOUT INFORMA

Informa has around 7,500 employees globally, with a presence in over 20 countries in all major geographies, including Europe, North America, South America, Asia, the Middle East and Africa. The group generates annual revenue of over £1.3bn and joined the FTSE 100 in March 2016.

Informa is organised into four Operating Divisions, each owning a portfolio of leading brands:

- **Academic Publishing**
- **Business Intelligence**
- **Global Exhibitions**
- **Knowledge and Networking**

There is a fifth Division, **Global Support**, which supports the Operating Divisions with business services and provides leadership and governance to the Group. It includes teams such as Corporate Development, Talent, Technology, Finance, Communications and Legal.

## MEETING THE REQUIREMENTS OF THE MODERN SLAVERY ACT: OUR PROGRAMME

Informa is committed to ethical and sustainable practices and this, the Group's first Modern Slavery statement, outlines an important aspect of that commitment. The programme has focused on two main areas of work, in our internal business activities and in our external business partnerships and supply chain:

1. **Developing a greater understanding of how we can direct our approach to tackling Modern Slavery** by;
  - Assessing the main areas of risk
  - Understanding the work we already do to address the risk of modern slavery, as part of existing responsible sourcing and human rights-related activity;
  - Identifying which areas need greater attention.
2. **Identifying and putting in action a schedule of work that will target these key risk areas** and articulate our commitment more clearly and specifically.



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## RISK ASSESSMENT

In 2016, the Group conducted a risk assessment to identify which sections of our business activities and supply chain were most exposed to the risk of human trafficking, child labour and forced labour.

This preliminary assessment looked at:

- our business Divisions and the relevant risk exposures within different operating sectors
- geography, including the location of our offices and those of our external business partners
- vertical or industry sector, including the products or services provided.

Sources referenced as part of the assessment included the Global Slavery Index and International Labour Organization and other professional and NGO-led research into the prevalence of modern slavery and other unethical and illegal working practices in specific industries.

The 2016 risk assessment identified certain higher-priority countries and industry sectors which represent a higher risk of exposure to modern slavery and forced labour.

The findings from the risk assessments have focused our resources on awareness and training activity with colleagues working with suppliers in those countries, reviewing supplier contracts, and monitoring efforts.

Our intention is to complete an annual risk assessment to ensure that this programme continues to be targeted as effectively as possible.

## MODERN SLAVERY & OUR EXTERNAL BUSINESS PARTNERS

### OUR SUPPLY CHAIN

Informa’s business ambitions are supported by the goods and services procured from our carefully selected business partners. Informa’s supply chain varies by Operating Division.

### SUPPLY CHAIN MANAGEMENT

The Group’s supply chain management is de-centralised, with each Division responsible for developing and maintaining its own business partner relationships. Global business partners, who provide services across the organisation, are typically managed within the Global Support team.

### RISK PROFILE OF OUR SUPPLY CHAIN

Our goods and services are sourced from suppliers across the world, including some locations and industry sectors identified in our Risk Assessment as having a higher risk of slavery and human trafficking. As described in the following sections a number of processes and policies are in place to help us address these risks.

*Key areas of our supply chain spend:*

<b>Staffing &amp; professional services</b>	
<b>Paper products &amp; printing</b>	
<b>Authors &amp; subject matter experts</b>	
<b>Event venues &amp; equipment</b>	
<b>Facilities Management</b>	
<b>Technology &amp; Communications</b>	



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## OUR SUPPLY CHAIN POLICIES & STANDARDS

As a rule, the Group seeks to identify and do business with companies that have standards aligned to our own. We have a number of policies and documents targeted at our third party partners which set out clearly our compliance and ethics “red lines”.

### THIRD PARTY CODE OF CONDUCT

The Third Party Code of Conduct is a core document, which articulates the compliance and ethics standards Informa expects as a minimum from all business partners.

The previous version contained only brief details of our expectations with respect to child and forced labour and the Group therefore committed to improving and strengthening this message during 2016.

We have developed an updated version of the Third Party Code, renaming it the Business Partner Code of Conduct, which will be rolled out to suppliers from March 2017.

The revised version includes more detail of our expectations and suppliers’ obligations with reference to prohibition of child labour, forced labour (including human trafficking), physical disciplinary abuse and any infraction of an associated law.

From March 2017, when contracts are renewed, updated or initiated, business partners will be required to comply with the principles in our Business Partner Code, as a minimum standard of behaviour.

### INFORMA PAPER SOURCING POLICY

The timber production and forestry industry has been identified as a higher risk industry, with reference to the use of forced, indentured and child labour. Informa’s Paper Sourcing Policy is intended to address the risk represented by this part of our indirect supply chain. Through this policy, we proactively seek assurances from our paper suppliers that they use only legal, ethical and responsible sources of timber.

The target is to eventually source 100% of the paper used in our printed publications from FSC or PEFC certified forest sources. These two certification schemes seek to address the impact of unsustainable and illegal forestry practices, and recognise that these are often linked with forced and bonded labour, child labour and other unethical practices. Both the FSC and the PEFC have as a cornerstone of their certification criteria the ethical treatment of workers in the forestry industry and require compliance with all fundamental ILO conventions, including the Forced Labour convention.

#### Current status of the project:

The initial focus has been on suppliers to the Academic Publishing division. The policy will be extended to paper suppliers to other divisions from 2017.

95% of our books are now printed on certified paper

Just under 90% of our US journals are now on certified paper

Just over 90% of our UK journals are now on certified paper

## INDUSTRY BODY MEMBERSHIP

In addition to our published policy statements, Informa is also a member of a number of industry-specific and other organisations that promote and support ethical business activity and which support our activity to reduce the risk of modern slavery in our business and supply chain.

### THE BOOK CHAIN PROJECT – SUPPLIER LABOUR AND ENVIRONMENTAL AUDITS

Informa is one of 25 major publishers who are signatories to The Book Chain project, the publishing industry’s



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collaborative supply chain project. Informa participates in two elements of the project: PREPS - responsible forestry and paper sourcing, and PRELIMS - labour and environmental standards checks for suppliers.

PRELIMS is a database of suppliers which have all met recognised standards for labour and environmental practices and have successfully completed detailed and wide-ranging labour and environmental audits. The audit contains specific checks on whether coerced, involuntary, unpaid or child labour is in use, or at risk of being in use.

Informa actively encourages its suppliers to our Academic Publishing Division to complete the relevant audits and confirm that they meet these high standards.

2016: over 65% of Informa's Academic Publishing eligible business partners have completed the labour and environmental audit successfully. Our target is 100% of eligible suppliers.



2016: 60%+ eligible companies audited successfully

End target: 100%

## INVESTIGATION & ENFORCEMENT

Adherence to Informa's stated principles of behaviour are contractually enforceable. While we prefer to resolve issues through support and re-education, where adherence to Informa's stated principles are contractually enforceable, we reserve the right to terminate our relationship with a supplier if issues of noncompliance with our policies are discovered, and the noncompliance is not addressed or cannot be resolved in a timely manner.

All our suppliers and their workforces are able to make use of our whistleblowing and breach investigations processes, and they have access to the Group's confidential [Speak Up](#) line. Reports can be made and investigations conducted anonymously, if required, depending on geography. Our Business Partner Code of Conduct requires that all suppliers ensure no retaliation is made against any person reporting concerns in good faith.

## MODERN SLAVERY & OUR INTERNAL BUSINESS ACTIVITIES

Informa has a number of codes and policies that document our commitment to ethical employment practices, supported by education, training and communication strategies. We also aim to ensure that all our colleagues and directly contracted non-permanent colleagues feel able to raise concerns regarding modern slavery, forced labour or human trafficking.

## CODE, POLICIES AND STANDARDS

The Group's existing Code of Conduct set out a commitment to respect human rights, with respect to workplace issues such as working hours, forced labour, non-discrimination, freedom of association and health and safety. This Code applies to all our operations and joint ventures, is available in five languages and is supported by local Colleague Handbooks in each geography that provide further detailed guidance.

During the course of 2016 we reviewed and updated our Code of Conduct, as part of a Code & Policy framework and lifecycle management project. The revised content now includes more detailed references to Modern Slavery, including details of the definitions of modern slavery, the Group's aims and how these relate to our business partnerships.

The revised Code will be launched in March 2017 and will be supported by detailed e-learning for colleagues.



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## TRAINING AND CAPABILITY BUILDING WITH OUR COLLEAGUES

Our intention is to ensure that all colleagues are well informed about the risks of slavery and human trafficking, able to identify the condition within our business and outside of it, and are empowered to report it or otherwise act to support the Group’s ambition to eradicate this practice from our business and supply chain.

During the course of 2016 we developed a new Code of Conduct training, which is aligned to the revised version of the Code of Conduct and includes more detail on the specifics of modern slavery. The new e-learning will be rolled out from March 2017: the target is for all colleagues to have completed the updated training within 90 days of launch, and to reach 100% completion by end of 2017, including new starters.

We have also developed an enhanced, specific Modern Slavery & Human Trafficking training which is targeted at managers and those who are involved in the supply chain or in other areas identified as being higher risk in the 2016 risk assessment.

The enhanced training was rolled out from December to 926 colleagues. Although targeted at the group likely to have greater exposure to the subject, the enhanced training is also available to other colleagues on request.

All training programmes will be supported by communications to colleagues.



## MONITORING COMPLIANCE & REPORTING ISSUES

It is very important that anyone, whether a colleague, contractor, or supplier, has the ability to make Informa aware of concerns or potential issues.

During the course of 2016, the Group upgraded its whistle-blowing mechanisms: users are now able to make confidential reports through a telephone line (also available in local languages) and web reporting tool. Investigations may be conducted anonymously, if required.

Details of how to make a report are published and available both internally through our Intranet, communication channels and Code of Conduct and Global Policies, and externally to third parties through the revised Business Partner Code of Conduct. Reports of issues and concerns raised via the whistleblowing line are categorised, with modern slavery-related concerns one of these categories. The Group operates a strict “no retaliation” policy for anyone who reports a concern in good faith.

## APPROVAL

The Board of Directors of Informa approved this statement at its Board meeting on 14 December 2016.

