



informa

Third Party Code of Conduct

INTRODUCTION

Informa PLC, including all of its subsidiaries, divisions, operating entities and authorised agents (together “Informa”) is a group with strong values. Whoever we may deal with, and wherever we may operate, we are committed to doing so lawfully, ethically and with integrity. This policy provides guidance on the fundamental values and principles and standards of behaviour to which we expect our suppliers, business partners and other third parties to adhere at all times.

CHILD LABOUR

Third parties shall not use child labour.

FORCED LABOUR

Third parties shall not use any form of forced or compulsory labour.

RESPECT & DIGNITY

Third parties must be committed to treating their workers with respect and dignity. Workers shall not be threatened with or subjected to any form of harassment or inhumane treatment, including corporal punishment, threats of violence, or any other form of physical, sexual, psychological or verbal coercion, harassment or abuse.

NON-DISCRIMINATION

Third parties shall not discriminate in their relationships with workers or other people, and shall not tolerate discrimination by their workers against others.

Third parties shall not treat any worker or other person better or worse because of their sex or sexual orientation, physical attributes or condition (including pregnancy), age, ethnic background, religious beliefs (or absence of such beliefs), or political alignment. Third parties will comply with all applicable legislation and regulations relating to equal employment opportunities, non-discrimination and other employment-related matters.

FREEDOM OF ASSOCIATION

Third parties shall comply with all applicable laws and regulations relating to workers' rights to associate freely, join or not join trade unions, seek representation or join worker's councils.

HEALTH AND SAFETY

Third parties shall ensure that its workers have a safe and healthy working environment in compliance with all applicable laws and regulations.

WHISTLE BLOWING

Third parties must not tolerate retaliation in any form against any workers for raising concerns or reporting what they genuinely believe to be improper, unethical or

inappropriate behaviour which is in violation of any law or this Code of Conduct.

COMPENSATION AND WORKING HOURS

Third parties shall comply will all applicable laws and regulations relating to wages, benefits and working hours.

ENVIRONMENT

Third parties shall act responsibly in relation to the environment and comply with all applicable environmental laws and regulations.

ANTI-BRIBERY AND CORRUPTION

Third parties shall be committed to operating lawfully, ethically and with integrity. Third parties shall not tolerate, permit or engage in any form of bribery or corruption.

DATA PRIVACY AND SECURITY

Third parties shall be committed to handling personal information or data responsibly and in compliance with relevant data protection and privacy laws.

BUSINESS CONTINUITY

Third parties shall be prepared for any disruptions of its business (including but not limited to natural disasters, terrorism or software viruses).

OTHER LAWS

Third parties shall comply with all laws applicable to their business.

COMMUNICATION AND AUDIT

Third parties shall communicate the principles set out in this Code of Conduct to all workers engaged in work for Informa.

Informa reserves the right to check compliance with this Code of Conduct upon the giving of reasonable notice.