



## **Statement on Modern Slavery & Trafficking: Transparency in the Supply Chain**

This statement is intended to comply with the requirements of the Modern Slavery Act 2015 and sets out Mash Media's position at the end of the financial year 2018/19. The statement is updated annually.

### **Our General Position**

We acknowledge and agree that Slavery and Forced Labour (as defined by Article 4 of the Convention on Human Rights) are rightly to be treated as offences and we recognise that in determining whether 'slavery' or 'forced labour' situations exist account must be taken of all the circumstances of the case including any vulnerability of the individual.

We acknowledge and agree that Human Trafficking is rightly to be treated as an offence and understand that Human Trafficking is the arranging of the transport of a person with a view to their being exploited or in the knowledge that they will be exploited. Exploitation is defined as:

- slavery
- forced labour
- sexual exploitation (defined by reference to other UK Acts)
- removal of organs
- securing services by force, threats or deception
- securing services by any means from a child or vulnerable person (as defined)

As these things may happen within our "supply chain" i.e. be carried out by contractors, sub-contractors, sub-sub-contractors (and so on ) and/or suppliers, sub-suppliers, (and so on) we have a moral duty to do what we can to ensure we are not complicit, so far as we are reasonably able to do so.

In this context, Mash Media does not operate in a high-risk environment, but we cannot be complacent. Visibility of our supply chain below "Tier 1" i.e. beyond those with whom we directly contract is limited and we are heavily reliant on those tier 1 contractors.

We have started to examine what those contractors are themselves doing and this work will continue during the coming year. However, we have to place any activity in this area in the context that auditing supply chains can be both difficult and expensive. We will therefore take a risk-based pragmatic approach to the exercise, having due regard to cost, with resources needing to be prioritised to service delivery.

## **Company Structure, Business & Supply Chains**

Our Company structure is outlined in Appendix 1.

Our Supplier Charter sets out the basic principles of how we will conduct business in an open, honest and transparent manner, and the behaviors and practices we expect of our suppliers and partners, including a commitment to comply with the Act.

All suppliers are expected to comply with our Supplier Charter and Mash Media reserves the right to terminate a relationship with a supplier or third party that is unable to demonstrate compliance or progress towards the eradication of modern slavery within its organization and supply chain.

To ensure compliance to the Supplier Charter, we are developing a supplier risk scorecard which will assess a supplier's exposure to all risks including modern slavery. These scorecards will be maintained and monitored through the recently established Supplier Relationship Management (SRM) process.

Our supply chains cover Goods, Services and Works necessary to:

- Deliver Publishing and Exhibitions to customers
- Support the "back-office" services that keep the business operating

Our procurement activity is governed by our own internal Standing Orders which require formal quotation or tenders for all higher value purchases. At present these processes do not delve deeply into who our contractors and suppliers buy from.

We do not believe that it is either practically or economically feasible for us to do so in respect of many of the small companies we work with. We also do not believe that those smaller suppliers have sufficient 'leverage' to determine outcomes down the chain.

### **Policies in Relation to Slavery and Human Trafficking**

We do not have a specific policy on Slavery & Human Trafficking and do not believe that a policy with such a narrow focus is appropriate for an issue which cuts across the whole business is appropriate.

Our overarching "Supplier Management Policy" includes the following section on ethics:

**Ethics** — we expect our suppliers to act in an ethical manner in the conduct of their business. This includes (so far as is practicable and having regard to the size of their organisation and scale of operation);

- monitoring their own supply chain and reporting in line with the Modern Slavery Act;
- ensure in all sub-contracts, fair payment terms are adopted and complied with;
- not to discriminate based on any of the characteristics listed in the Equalities Act 2010 in either employment or service delivery practices;

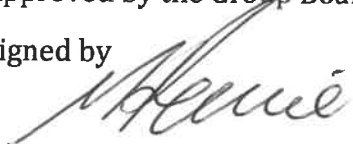
- in the case of Contractors and Consultants to commit to Mash Media's relevant Code of Conduct;
- to comply with all Health & Safety and welfare laws; and
- to have a robust anti-bribery and anti-corruption policy in compliance with The Bribery Act 2010.

This is supported by a whistle-blowing policy to protect staff and Board Members in the event of them raising concerns.

At this stage we do not envisage specific performance indicators in this area unless a high-risk is identified, which can be cost-effectively monitored and influenced.

Approved by the Group Board on 24<sup>th</sup> July 2020

Signed by

A handwritten signature in black ink, appearing to read 'A. Smith', written over a faint horizontal line.

Finance Director

## **Appendix 1**

### **Company Structure**

Mash Media operates a company structure which ensures control, local accountability and direct engagement with our customers. Our approach is to maximise the potential of the company structure to drive economies of scale and support our service aims. Our structure consists of;

- Managing Director
- Finance Director
- HR Director
- Portfolio Directors
- Operations Director

Mash Media is a Limited Liability Company registered in England & Wales.