

Modern Slavery Statement 2018



Modern Slavery Statement 2018

This statement is our third response to the UK Modern Slavery Act 2015, setting out the steps the Group has taken during the financial year ending 31 December 2018 to remove slavery and human trafficking from our business and supply chain.

The statement is made on behalf of Informa Plc and all applicable subsidiaries, including I.I.R. Limited, Informa UK Limited, Informa Finance USA Limited, Informa Markets UK Limited, and Informa Telecoms & Media Limited, where the activities form part of the supply chain or business of Informa as a parent company. Please see our [Annual Report](#) for a full list of all Informa Plc's subsidiaries.

For questions or further information, contact Informa Plc.

Our Commitment

As a leading international events, intelligence and scholarly publishing Group, the integrity and strength of the business relationships we develop are, I believe, fundamental to Informa's sustainable success. Modern slavery is the absolute opposite to this form of partnership: it should have no part in any international business or its supply chains.

Through our modern slavery programme, and the broader programmes of work we undertake as a responsible business, Informa is committed to ensuring that, as far as possible, we operate our business and supply chains free from modern slavery in any of its forms.

This Modern Slavery Statement was approved by the Board of Directors at its Board meeting on 24 May 2019.



Stephen A. Carter CBE
Group CEO

12 June 2019

About Informa

Informa is a leading international events, intelligence and scholarly publishing Group. Through our network of internationally respected brands, we connect specialists all over the world, helping people to work smarter, make better informed decisions and expand and grow in thousands of specialist markets.

The Group is organised into five Operating Divisions: Informa Markets, Informa Connect, Informa Tech, Informa Intelligence and Taylor & Francis, with a sixth non-Operating Division, Global Support, providing services that support the Operating Divisions.

In 2018, Informa was structured as four principal Divisions: Global Exhibitions, Academic Publishing, Business Intelligence and Knowledge & Networking. The UBM business, which was acquired in June 2018 to create an enlarged Group, was reported as an additional Operating Division for the remainder of that period.

Informa is listed on London Stock Exchange and a member of FTSE 100, with over 11,000 colleagues working in more than 30 countries. The Group generated annual revenues of over £2.3bn in 2018 and has been a member of the FTSE100 since 2016.

Modern Slavery Programme

Delivery and Governance

Informa's modern slavery programme is delivered by Group functions, including Compliance, Risk, Legal, Sustainability, Health, Safety & Security and HR, and executed by operational teams in each of the Divisions. The Head of Group Compliance and the Group General Counsel have oversight of the design of the programme at the Executive Management Team level; Divisional Leadership has oversight of the programme's delivery.

The programme sits within our broader Human Rights programme, which is guided by the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights to Work, and the 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, and follow the United Nations Guiding Principles on Business and Human Rights.

Sustainable Development Goals

Informa has developed several projects designed to enhance our direct and indirect contributions to the United Nations Sustainable Development Goals (SDGs).

Modern slavery and forced labour are specifically referenced in two of the SDGs: 5.2 and 8.7.

Supply Chain

Informa's business partners are key to how we work; we aim to develop long-standing and mutually supportive relationships with suppliers, contractors, agents and other partners who operate in an ethical, lawful and socially responsible way, and share our belief in the value of responsible business.

The Group works with over 44,000 suppliers, ranging from authors and speakers at our events, to multinational service and technology providers. Approximately 65% of our supply chain spend is on contracts over £250,000.

Our suppliers are categorised as follows:

 Venue construction and décor	 SME and partner costs	 Print and print management	 Professional services	 IT
 Marketing, promotion and advertising	 Property and office related costs	 Travel and accommodation	 Staffing, inc. contingent and contractors	

Procurement and supplier management is led by a central Procurement team, under a Group Head of Procurement and is delivered by centres of excellence within the Operating Divisions.

Codes and Policies

Informa's codes of conduct and policies express our commitment on Modern Slavery and contain details of how to access our whistleblowing services.

At the heart of our Group Compliance programme is our [Code of Conduct](#) and the associated [Business Partner Code of Conduct](#), which, together, set out how we expect our colleagues and external business partners to act, and our position on modern slavery, child labour and other related labour rights abuses. The Code of Conduct has been approved by senior management and explicitly endorsed by the Group CEO.

Compliance with the Code of Conduct is mandatory for all colleagues and the document is available in multiple languages, both internally and publicly on our corporate site.

The Business Partner Code of Conduct is included in new contracts and framework agreements, and

a pilot by Informa Markets in 2019 will see all vendors participating in a tender process agreeing to comply with it.

Our new Group-wide **Human Rights Policy** has been developed with the support of an external expert on human rights and sustainable procurement following a Human Rights Risk Assessment. The Policy will be published in 2019, alongside revised Code of Conduct and Business Partner Code of Conduct, each of which will reflect the enlarged business and our commitment to our anti-modern slavery programme.

Indices

Informa participates in several benchmarks and indices, including DJSI, FTSE4Good, Ethibel, WDI and CEI, which include consideration and disclosure of our work to eliminate modern slavery and human rights abuses within our business and supply chains.

Risk Assessment and Due Diligence

Risk Management at Informa

Informa aims to ensure that significant risks are identified and understood, managed appropriately, and monitored and reported to the Group's governance bodies. When risks are assessed, we consider the potential financial and non-financial impacts and the likelihood of their occurrence.

Details of our risk management process and governance framework are provided in the Annual Report.

To assess the risk of exposure to modern slavery in Informa's internal operations and external supply chain, the following key risk indicators are considered:

- Nature of the business operations
- Industry sector, including the type of product or service provided and nature of workforce
- Geography, including location of operations, offices, venues, supply chain partners
- Level and type of engagement with the vendor (larger or longer-term engagements provide us with greater opportunity to influence, monitor and support)
- Local / national regulatory or legal compliance

A Group-level Human Rights Risk Assessment in 2018 included a review of our modern slavery risk exposure in the context of broader labour rights risk. It identified, and confirmed, key areas of potential risk which will assist the development of areas of focus for the Modern Slavery programme in 2019.

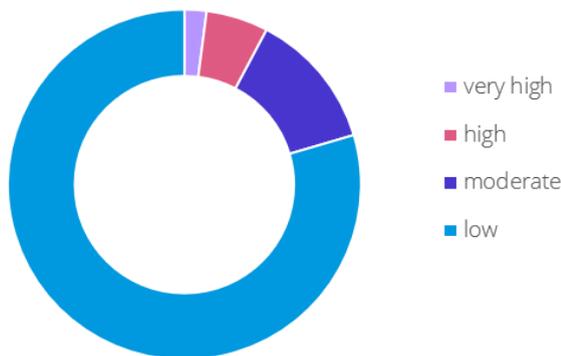
The process included the development of specific risk assessment criteria for human rights-related risks, which are aligned to our standard assessment framework but consider risks from the perspective of the rights holders, as per the UNGPs, and include considerations of elements such as possibility of remedy. It considered all elements of the value chain and core Group processes, considering potential impacts on customers, colleagues, and participants in our extended supply chain.

Operational Risk

Modern Slavery risk is also considered as part of broader operating risk assessments, including Country Risk Assessments. These are used to identify various operational, security and reputational risks for existing and prospective markets, where it is considered alongside broader human rights threats and issues. Sources of data include the Global Slavery Index and the Freedom in the World Report.

Informa's Human Rights Risk Assessment also included operating territory analysis, including country mapping, to identify the relative freedom of the territories in which Informa's colleagues, contractors, contributors and customers work and live.

No. colleagues per location/ relative prevalence of modern slavery



We also referenced the 2018 Global Slavery Index to determine Informa's relative exposure in our operating territories, to provide context not only for our own operations, but local supply chains in these locations.

According to the Index, 80% of colleagues are located in jurisdictions assessed as having the lowest prevalence of modern slavery, including the UK, US, Netherlands, and Hong Kong; 2% of colleagues are based in locations identified as being in areas with higher prevalence, including Malaysia and Thailand.

Due Diligence

Due Diligence processes vary within Divisions and teams and the nature of the supply chains they manage. The approach is risk-based, with more detailed due diligence carried out on tier one or business-critical suppliers and those identified as higher risk, according to the relevant key risk indicators.

Due diligence on business partners may include legal due diligence, adverse media checks, customer references, completion of internal vendor management assessments (including requests for policies, codes of conduct and similar evidence of commitment), as well as regular site visits and face to face engagement.

Detailed due diligence is also carried out before engaging in joint ventures or acquisitions.

Areas of focus

The following page highlights areas of Informa's value chain that have been identified as having exposure to the risk of labour rights abuses. The predominance of each sector of the supplier categories varies across Divisions, according to product offering.

Sector	Informa value chain dependency
Forestry	Paper, card and wood used in printing of publications, office supplies and stand construction for events
Construction	Construction and take down of exhibition stands; venue development; building
Hospitality & venues	Use of expo centres, hotels, trade centres and other venues to host event
Manufacturing	Manufacturing of small marketing materials (e.g. badges, lanyards). Printing and related production including impacts associated with binding, inks
Mining	Mineral, metal and construction material mining used in direct and indirect supply chain, predominantly for stand construction, offices and technology
Service sector	Contracting and sub-contracting of facilities management services, including catering and cleaning

Some of the suppliers we work with are located in areas assessed as having a higher prevalence of modern slavery, including the Philippines, India and Malaysia.

Risk Mitigation Activity

Informa continues to put measures in place to mitigate and manage any risks represented by our business and business partners, according to the risk profile of the engagement. These include:

- The use of specific anti-modern slavery and anti-child labour clauses in contracts, exhibitor manuals and framework agreements
- Audits, including specific modern slavery checks as part of operational audits conducted by the Group Internal Audit team, plus the tracking to completion of any identified corrective actions
- Communication and training
- Site and venue visits, including monitoring for presence of children on site during event construction and take down; monitoring for use of forced labour
- Restrictions on the use of sub-contractors
- Internal processes, such as the payment of a Living Wage (Informa has been accredited as a Living Wage employer since 2017)

Print Production: The Book Chain Project

Informa is one of 27 major book and journals publishing companies to be signatories to The Book Chain Project, a collaborative project designed to support improved supply chains in the publishing industry, with a focus on ethical and sustainable standards. Informa is primarily engaged in the labour and environmental aspects of the project. We have maintained our supplier levels of participation in 2018.

All suppliers who are registered on the Book Chain Project's database have agreed to comply with their Code of Conduct, which articulates standards of labour practice and environmental performance based on internationally-recognised standards and codes, including the ILO Conventions and the UN Declaration for Human Rights. The Code contains specific reference to forced labour and human trafficking and recruitment practices, including a prohibition on the

payment of fees for recruitment, and to child labour, which includes details of remediation requirements if child labour is found. These sections specifically reference as ILO Conventions 29 and 105, 138 and 182, and the UN Convention on the Rights of the Child, Article 32.

The Book Chain Project's Labour & Environment Risk Assessment tool assists publishers to identify countries at highest risk of poor labour and environmental practices; print suppliers deemed to be higher risk who wish to appear on the Project's database are required to provide an audit from a third party such as ICTI, SMETA, SA 8000 or WCA. Suppliers that do not already have an ethical audit can ask for a SMETA audit against the Book Chain Code of Conduct.

Paper and Timber

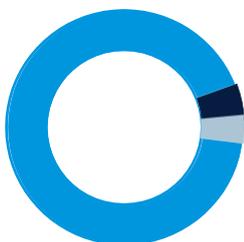
The global forestry industry is identified as having a significant risk of violations to human rights, including the use of forced, indentured and child labour, especially where timber is sourced illegally or unsustainably. Our Group-wide Human Rights Risk Assessment in 2018 confirmed this risk.

Informa's Paper Sourcing Policy is owned by the Group Sustainability team and aims to address the risk represented by this element of our supply chain. It focuses on three key impact areas, split by the degree of control we have over them

- Paper and timber used in our offices and business
- Paper we specify for our printed products, books and marketing materials and signage
- Timber and paper we specify for use in our major events.

The policy target is to source 100% of paper from certified forest sources: our expressed preference is for FSC certified products, which have as a cornerstone of their scheme the social impacts of forestry. The FSC expressly states that it does not associate with organisations which violate any of the ILO Core Conventions, including those related to forced labour. The FSC's structures and processes, including complaints mechanisms, engagement with labour unions and social NGOs and extensive due diligence processes, help to provide further protections and facilitate the identification and reporting of infringements of human rights in the forestry industry.

In 2018, across the enlarged Group, 94% of paper was certified as sustainably sourced, and a further 3% was rated 'responsibly' sourced, although not certified. Responsible sourcing meets the criteria set out in our Paper and Timber Policy, where other certifications are not available, or not yet available.



2018: 10,240 tonnes
94% of paper certified as sustainably sourced;
97% responsibly sourced

Events and exhibitions

Informa recognises that any construction-related activity at our events and exhibitions may introduce the risk of modern slavery, including the use of forced labour and, in certain jurisdictions,

child labour. We manage and mitigate this risk in various ways, including expressly forbidding the use of forced or child labour in exhibitor manuals and contracts, onsite checks by operational and security teams and ad-hoc monitoring by teams including Health & Safety and Internal Audit.

Venues are also clearly signed that children are not permitted onsite during build or breakdown, and on-site colleagues will challenge any worker appearing to be under age.

During operational event reviews, the Internal Audit team assesses on site provisions to monitor and manage this risk, including reviews of documentation and security, and observations carried out during floor walks. Any issues or further clarification is detailed in corrective action plans and tracked to completion.

ISEMS

The Group Sustainability team is developing a new ISEMS process (Informa Sustainable Event Management Standard) to be rolled out to the enlarged Group in 2019. This framework will include modern slavery related requirements, including participation in modern slavery e-learning for operational teams and the use of the business partner code of conduct.

The ISEMS also aims to formalise and track the existing practice of many events, which is to engage in a partnership with a not-for-profit or charity related to the purpose or industry focus of the event. Certain events already support charities that seek to address modern slavery concerns relevant to their industry, such as GoodWeave, a welfare standard for the rug industry, which is supported by Decorex, Informa's interior design event.

Training & Communication

Training

All colleagues and directly-engaged contractors are required to complete training on the Code of Conduct when they join the company; the training references the content of the Code of Conduct and includes specific sections on modern slavery, forced and child labour.

A revised Code of Conduct and new training will be rolled out to all colleagues in 2019 and this will include information on modern slavery and related human rights issues.

Enhanced training

Informa provides more detailed e-learning, including guidance on how to identify signs of modern slavery in a supply chain, to specific colleagues whose roles or responsibilities might provide an opportunity to mitigate the risk of modern slavery. This training was extended to additional colleagues in 2018 and has now been delivered to approximately 1,000 colleagues across 19 countries, including senior managers, events operations teams, facilities managers, health and safety colleagues, HR and procurement team members.

Face to face training and engagement on modern slavery has also been provided to colleagues in locations including the US and India and, as part of the Human Rights Risk Assessment, to senior management team members across the Group's key functions and Divisions. We continue to monitor the training needs of our colleagues.

Colleague Voice

From the perspective of the modern slavery programme, Informa recognises the importance of enabling anyone who finds themselves either a victim or at risk, to communicate safely. It is important that colleagues and third parties who work with us feel they can speak freely, engage with management at all levels, ask questions and raise concerns, whether this is about modern slavery, forced labour, child labour or any other matter.

Reporting a concern

All colleagues, business partners and their workforces can use our whistleblowing and breach management structures to report concerns.

Freephone whistleblowing lines, hosted by third parties, let all colleagues, customers, business partners and their workforces raise concerns securely and confidentially. These can be made anonymously, where legal, in multiple languages, and Informa has a strict zero-tolerance policy about retaliation against anyone making a report in good faith.

Details of the service are provided in the Group's policies and codes and on posters. The Business Partner Code places a requirement on our business partners to communicate details of the service to their teams.

Breaches of all aspects of the Code of Conduct and associated Group Policies are reported to the Risk Committee and Board on a regular basis, and volumes of breaches and resolution times are tracked.

In 2018, there were no reported concerns about modern slavery or other human rights related issues via the whistleblowing service. One report was made by an event team to a Divisional Compliance team in December 2018, reporting that a former exhibitor was the subject of an article in the UK press concerning its alleged use of forced labour. The organisation denies the accusations and the issue is currently under formal investigation by the local authorities; the teams concerned continue to monitor.

Enforcement and Response

All colleagues are required to comply with the Code of Conduct and any breaches may result in disciplinary action, up to and including dismissal. To date, no breaches of the Code of Conduct have involved modern slavery and there were no related reports or concerns raised during 2018.

The Business Partner Code of Conduct includes provisions for audit: where adherence to Informa's stated principles are contractually enforceable, we reserve the right to terminate our relationship with a business partner if issues of non-compliance with our policies are discovered and non-compliance is severe or repeated.

We recognise that it is not always in the best interests of those being abused that contracts with organisations engaged in modern slavery are simply terminated, and that it can be more constructive to work with such organisations to address and resolve the issues, where this is possible.