

Bonhill Group plc
Modern Slavery Statement
June 2018

1. Overview

This is Bonhill's first Modern Slavery Statement. It describes our response to the UK Modern Slavery Act 2015 and sets out the steps we will take to identify, address and prevent modern slavery and human trafficking in our business and supply chain.

While Bonhill has always sought to follow ethical business practices, we will develop a programme that makes a much more explicit commitment to the work of eradicating modern slavery, both in our business and also within the business partners in our supply chain to ensure that we operate in line with the principles of the UK Modern Slavery Act.

2. Company structure, business and supply chain

Bonhill is an international B2B media company owning market leading brands and delivering innovative Business Information, Live Events and Data & Insight products & services to our communities in the Diversity, Financial and Technology sectors. We provide print and digital information products and hold live events both in the UK and overseas.

The company's key areas of supply chain expenditure are staffing, contributor fees, paper products & printing, event venues & equipment, technology & communications and facilities management. Our goods and services are sourced from around the world.

We are fully committed to ensuring that we do not participate in the violation of human rights and would expect the same from our suppliers.

3. Risk assessment

To meet the requirements of the Modern Slavery Act we aim to review both our own business and our business partnerships across our supply chain to:

- Develop a framework to address the issues raised by modern slavery through:
 - Assessing the main areas of risk e.g.:
 - Geographical exposure.
 - Industry sector.
 - Product or service delivered.
 - Understanding the procedures that we already have in place to address the risk of modern slavery.
 - Identifying which areas need greater attention.
- Identifying and implementing a schedule of work targeting any key risk areas.

Our intention is that once the assessment has been carried out we will complete an annual risk assessment to ensure that this programme continues to be targeted as effectively as possible.

4. Code of Conduct and policies

The company's Code of Conduct and Staff Handbook sets out our business ethics for our colleagues with respect to workplace issues such as working hours, forced labour, non-discrimination, freedom of association and health and safety. It includes a commitment to respect human rights, a definition of modern slavery, the company's aims with reference to modern slavery and how these relate to our business partnerships. Any breach of the Code of Conduct is a breach of a colleague's employment terms. Reports of violations of the Code of Conduct or associated policies are investigated thoroughly and remedial including disciplinary action is taken where necessary.

We review our HR and recruitment policies and procedures annually to ensure that we comply with all applicable laws and protect the rights and freedoms of all those working in our operations. Our recruitment and employment policies address issues such as working hours, working conditions, whistleblowing, discrimination, health and safety in the workplace, holiday and sick pay. We pay all eligible colleagues and freelancers a minimum of the real Living Wage or real London Living Wage.

All staff have access to a confidential whistleblowing process for raising concerns including in relation to modern slavery or human trafficking and it is clear from our policies that all staff are invited to speak up if they have any concerns or suspicions that any violation has taken place and will be protected of any retaliation.

5. Third party relationships

The Business Partner Code of Conduct articulates the compliance and ethics standards Bonhill expects as a minimum from all business partners. This code includes 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. We intend that, 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. Any breach of the Business Partner Code of Conduct will be a breach of a partner contract.

Bonhill's Paper & Timber Sourcing Policy will proactively seek assurances from our paper suppliers that they use only legal, ethical and responsible sources of timber. It is our intention to utilise this policy with our print publications and 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.

6. Reporting issues and enforcement

It is critical that anyone, whether a colleague, contractor, or supplier, can make Bonhill aware of concerns or potential issues. It is our intention to make adherence to Bonhill's stated principles of behaviour contractually enforceable in our contracts with suppliers. Details of how to make a report are published and available both internally through our Code of Conduct and supporting policies, and externally to third parties through our Business Partner Code of Conduct. Reports of issues and concerns, including those with modern slavery related concerns should be raised via the whistleblowing process. The company operates a strict "no retaliation" policy for anyone who reports a concern in good faith.

While we prefer to resolve issues through support and re-education, where adherence to our stated principles are contractually enforceable, we will 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.

7. Training

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

It is our intention to include detail on the specifics of modern slavery when appropriate within corporate or business training that our colleagues may undertake.

8. Approval

The Board of Directors of Bonhill Group plc approved this statement at its Board meeting on 20th June 2018.