



## *Modern Slavery Statement*

### **We are Hyve**

We create unmissable events where people from all corners of the globe connect, learn and inspire, sharing extraordinary moments, advancing business and helping to shape industries. Our vision is to create the world's leading portfolio of content driven, must attend events delivering an outstanding experience and return on investment for our customers. We have 100 events taking place every year, all round the world, and across multiple industry sectors from fashion to food, and building to tourism.

We are committed to:

- ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business;
- acting ethically and with integrity in all our business relationships; and
- implementing and enforcing effective systems and controls to ensure modern day slavery and human trafficking is not taking place anywhere in our business or in our supply chains.

### **Background**

Under section 54 of the UK Modern Slavery Act 2015, all incorporated businesses with over £36m in annual turnover and conducting business in the UK are required to publish a slavery and human trafficking statement. In providing this statement we wish to clearly set out Hyve's commitment to upholding and implementing high standards of governance and ethical behaviour across its businesses.

We recognise that slavery, forced or compulsory labour and the trafficking of persons for any purpose ("**Modern Slavery**") is a global issue and we are taking steps to ensure that this is eliminated from our supply chains. Details of the steps already taken, and those to be taken are set out below in this statement.

**This is the statement of Hyve Group plc. It covers Hyve and its subsidiaries, by specific reference to Hyve UK Events Limited.**

### **Risk Profile**

In a normal year<sup>1</sup> we have 100 events taking place in 12 countries. We currently employ ca. 900 people in 15 global offices. We are aware that a number of countries in which we operate have a higher Modern Slavery risk than others (for example, Indonesia, India)<sup>2</sup>. In addition, our

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<sup>1</sup> As a result of the COVID-19 pandemic the number of events taking place has significantly reduced this year

<sup>2</sup> The Global Slavery Index 2018: Walk Free Foundation



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events include certain industry sectors where Modern Slavery may be more prevalent, for example in the construction or manufacturing sectors.

As a result of this, we have taken a number of steps to address our safeguarding responsibilities and create a clear framework across the business to address Modern Slavery.

## Our Supply Chain

We work with a large number of suppliers of goods and services, exhibitors, business partners and operational support partners across the globe. We recognise that each of these business “partners” will themselves have their own partners, affiliates, associated entities, subcontracting and other operating relationships.

We also work with sub-contractors and businesses of varying sizes, with our engagements covering variable amounts of time and expenditure in each case. By working in this way, we believe we are able to create long term relationships in the best interests of our customers.

Given our global presence and diverse supply chain, we are aware of the importance of taking both meaningful and lasting action to combat this risk.

## Our Framework

In May 2019 we introduced a comprehensive compliance programme, addressing matters of global concern such as corruption, as well as Human Trafficking and Modern Slavery. This programme concluded in October 2020. It undertook a review and gap analysis across Hyve’s suite of compliance policies and procedures, ultimately resulting in the implementation of new, refreshed policies and re-invigorated training programmes.

Furthermore, as part of this compliance programme implementation, arrangements in relation to preventing Modern Slavery were created, including a new Anti-Slavery and Human Trafficking policy which was approved by the Group’s Risk Committee in September 2019.

### [Anti-Slavery and Human Trafficking Policy](#)

Our Group-wide Anti-Slavery and Human Trafficking Policy demonstrates a global commitment to address Modern Slavery in our business. The policy gives workers, contractors and other business partners guidance on Modern Slavery and clearly states the measures in place to tackle Modern Slavery in its business and supply chains.

Overarching this particular policy is the Group’s new global Code of Conduct, which operates as an umbrella policy for a number of new global policies, including, but not limited to the Anti-Slavery and Human Trafficking Policy. Furthermore, the policy is supported by the Group’s updated Whistleblowing Policy and its newly implemented 24-hour multi-platform Whistleblowing reporting line, which was launched in 2020 and which operates across the Group in multiple languages.



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### Risk Assessments

In 2019 and 2020 we assessed our current risks in respect of Modern Slavery, based upon the findings of the Global Slavery Index report and in reference to the following criteria:

- the Group's geographical footprint by event;
- geographical footprint by offices from which we operate; and
- event sector profile in each country.

There are arrangements in place for concerns in this regard to be raised, anonymously if needed, via our Whistleblowing process and systems.

### Code of Conduct

In March 2020 we launched our global Code of Conduct which expressly includes a section dedicated to Modern Slavery. This Code acts as an umbrella to other key policies central to the Group's values and operations, namely: whistleblowing, bribery and corruption, conflicts of interest, competitive behaviour, bullying and harassment in the workplace, discrimination, health and safety, data protection, share dealing and sanctions.

Training on the Code and other Group policies was implemented to ensure that our employees understand our obligations when it comes to operating in a fair and ethical way.

### The next steps

The COVID-19 pandemic has led to a pause in our event scheduling, however, our commitment to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business remains. As the impact of the COVID-19 pandemic lessens and our business returns to normal we will undertake the following actions to enhance and reinforce the commitments set out in this statement:

- our operational and health and safety teams (whether internal or external as applicable) will select a number of our events in high risk areas for visits and assessment in the "build up" and "break down" phases of our events process which carry a higher likelihood of incidents occurring; and
- we will review and investigate any reports made pursuant to the Anti-Slavery and Human Trafficking Policy or under our whistleblowing reporting processes.



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## Board Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group slavery and human trafficking statement for the financial year ending 30 September 2020. It was approved by the board on 25 November 2020 and will be subject to annual review.

A handwritten signature in black ink, appearing to read "Mark Shashoua", written over a horizontal line.

Mark Shashoua  
Chief Executive Officer