



UBM plc – Modern Slavery Statement

1. Introduction

UBM plc (“UBM”) is one of the leading exhibitions organisers in the world, organising over 300 market-leading B2B events every year. We have 3,750 people serving over 50 different communities (from furniture to fashion to pharma) in more than 20 countries, generating annual revenues of over £850m.

At our events we create the environments which allow business to flourish. Our knowledge of the communities we serve, our ability to attract the right people and our skill at curating the physical space and creating memorable experiences, bring thousands of like-minded people together. It is this shared experience and the opportunities to make human connections which allow businesses to grow.

We do not tolerate slavery or human trafficking. We support the principles of the United Nations Universal Declaration of Human Rights and the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work.

Set out below is UBM’s statement, approved by the UBM Board on 13 February 2018. It covers UBM and its subsidiary companies and sets out the steps we have taken to ensure that there is no slavery, forced labour or human trafficking in our business and supply chains.

2. Our policies

Doing Business at UBM, our code of business conduct for UBM employees (<http://sustainability.ubm.com/governance>), sets out the principles which govern the way our people are expected to behave and links to a series of underlying business

conduct-related policies. These include our Code of Labour Standards and Policy on Human Rights. *Doing Business at UBM* applies to everyone working for UBM, including temporary and contract staff and it applies regardless of location, role or level of seniority.

The Code of Labour Standards sets out the minimum labour standards we expect our businesses, colleagues and our business partners to adhere to. The aim is to achieve or exceed these minimum standards, regardless of location. In the UK, UBM is an accredited Living Wage employer. The Living Wage commitment ensures everyone working for UBM in the UK, regardless of whether they are permanent employees, third-party contractors, suppliers, interns or apprentices, receive at least the Living Wage.

Our Code of Labour Standards and the Human Rights Policy reinforce our commitment to not using forced or compulsory labour and to forging responsible relationships with partners that uphold the same principles as UBM.

3. Our supply chain

UBM operations are supported by a global supply of goods and services. This supply chain includes both direct and indirect goods and services, such as venue rental and operations, marketing and production services, IT and professional services amongst others. Engagement with third party suppliers takes place across UBM and, as such, we make it a priority through our Code of Business Conduct and its related policies, to ensure that all employees and management are aware of the principles we hold as an organisation and that they should only use third parties who act in a manner consistent with the standards we set in *Doing Business at UBM*.

The Code of Labour Standards defines the minimum labour standards we expect our businesses, our colleagues and our business partners to adhere to. It recognises that, where we engage third parties to work with us, or on our behalf, we must seek to

make these parties aware of our Code of Labour Standards and include compliance as a consideration in our decision to award contracts.

Whilst the vast majority of our supply chain represents a low risk of slavery in any form, in assessing geographical risk we are aware of those territories which might present a higher risk in this respect. We focus our efforts, amongst other actions, on providing additional guidance to our own employees on what they should be aware of when engaging with third parties in respect to forced labour.

In our Group-wide procurement tenders, we are specifically incorporating terms and conditions relating to our Code of Business Conduct, including modern slavery and we expect our major suppliers to sign up to our UBM Code of Business Conduct, or to confirm their adherence to a similar code with consistent standards. During 2017 we have introduced new clauses into purchase orders, contracts and agreements, making clear the standards with which we expect third parties to comply. The supplier landscape at UBM is extensive and we continue to work towards having controls in place which will assist us in gaining further transparency of our supply chain, allowing us to identify potential risk areas.

4. Reporting and due diligence

Our Anti-Malpractice Policy enables our staff to report any wrongdoing which extends to human rights violations, including modern slavery. All employees have access to Safecall, an independent, confidential reporting service, where concerns regarding unacceptable working practices can be reported. Reports may be made anonymously. All reports are investigated and appropriate action taken.

During 2017, we introduced additional assurance measure at our events whereby the Internal Audit Function now incorporates modern slavery risk indicators as an integral

part of its on-site audit procedures. Our on-site Health, Safety & Security reviews also seek to identify breaches involving under-age workers.

5. Training

We aim to ensure that all employees, across the whole business, are made aware of the risks of modern slavery and how to report any practices that fall below our standards. Training on *Doing Business at UBM* is given to all new employees and it is a condition of employment that they must uphold the principles set out in our Code by their actions. *Doing Business at UBM* is also available to all employees in several languages on the UBM intranet, the “Hub”.

During 2017 communications from the senior leadership team provided specific guidance on, and raised awareness of, modern slavery.

6. Performance monitoring

Our existing Key Performance Indicators (KPIs) focus on the training of our employees across the organisation. We monitor completion rates of the Code of Business Conduct related e-learning modules, including Anti-Bribery & Corruption and Health & Safety and the outcomes of all investigation of complaints received under our Anti-Malpractice Policy. We will continue to review our KPIs and will add to these as appropriate.

7. Board approval

This statement was approved by the Board of UBM plc, and its subsidiaries covered by the Act, on 13 February 2018 and is subject to annual review.

Signed

Tim Cobbold:

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Chief Executive Officer