

2024



# Modern Slavery Act Statement



# Growth & Specialisation

Informa is a business focused on growth. We have deliberately and progressively expanded our positions in the specialist markets we serve, and championed our customers by continuously investing in the products and services that help them learn more, know more and do more.

Our focus at Informa is to champion specialists: connecting people who work in specialist markets, all over the world, with knowledge that helps them learn more, know more and do more.

We are proud of the impact we make: whether that's the professional opportunity and rewards we create for our colleagues; the commercial activity and employment we help generate for our partners and suppliers; or the professional and business opportunities our brands and products foster for our customers.

How we work is just as important to us as what we do. We actively focus on building a strong culture, celebrating excellence, continuously improving our practices, maintaining open and collaborative relationships with partners and making sure everyone understands and takes our responsibilities seriously.

As many businesses, including our partners and customers, do, we recognise our wider responsibilities to the communities we work in. Among these in UK law are a responsibility to prevent modern slavery, forced labour and human trafficking in all its forms.

This report forms a statement of the ways we follow through on this responsibility in the 30-plus countries in which we operate. It also includes our approach to responsible business practices and maintaining high standards of conduct more broadly, all across the world.



Stephen A. Carter  
Group Chief Executive

# About this statement

This statement is structured according to the recommendations of the UK statutory guidance *Transparency in Supply Chains: a practical guide*.

## Contents

1. **Organisational structure and supply chains:** information to explain our business structures, divisions, colleagues and supply chains
2. **Policies:** our Code of Conduct and policies relating to modern slavery
3. **Due diligence:** processes related to the identification and control of modern slavery risk
4. **Risk assessment and management:** the areas of our business and supply chain where we have identified potential modern slavery risk, and the action we take to manage these risks
5. **Effectiveness:** testing the methods we use to assess our programme, including monitoring, audit, reporting and key performance indicators
6. **Training:** provided to colleagues on the topic of modern slavery
7. **Engagement in broader global modern slavery efforts:** undertaken to combat modern slavery, including research, publications and industry engagement

## About this statement

This document comprises Informa's annual Modern Slavery Statement for the financial year ending 31 December 2024. It is published in accordance with the UK Modern Slavery Act 2015 and is a record of the actions taken by Informa PLC and its subsidiaries to prevent modern slavery, forced labour and human trafficking in its business operations and supply chain.

This Statement was approved by the Board of Directors of Informa PLC in June 2025 and is made on behalf of Informa PLC and all applicable subsidiaries, where the activities form part of the supply chain or business of Informa as a parent company. The Informa subsidiaries that fall in scope of the Modern Slavery Act are Informa UK Limited and Informa Connect Limited; the full list of our subsidiaries can be found in [Informa's 2024 Annual Report](#).

## Governance of modern slavery programme

Informa's modern slavery programme is overseen by the Group and Divisional Compliance functions under the Head of Group Compliance. It is implemented by the Operational and Procurement teams throughout the company, and is supported by Group functions including HR, Sustainability, Internal Audit, and Legal. The Group General Counsel has oversight of the programme at the Executive Management Team level.

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

This statement is structured according to the recommendations of the UK statutory guidance *Transparency in Supply Chains: a practical guide*.

# About Informa: our organisational structure

Informa's purpose is to champion the specialist, connecting people with knowledge to help them learn more, know more and do more.

We work in specialist markets, and our customers are businesses and professionals who work in one of the dozens of industries we serve. These include Technology, Healthcare & Pharma, Finance, Health & Nutrition, Education, Physical Sciences, Marketing, Foodservice and Licensing.

Informa is listed on the London Stock Exchange and is a member of the FTSE 100 group of companies, with revenues of around £3.6bn in 2024.

## Our colleagues

At the end of 2024, Informa employed around 14,000 colleagues located in over 30 countries, supported by around 4,000 contracted workers.

These contracted workers include researchers and analysts, subject matter experts who contribute to or edit our journals, people who help deliver events and other professionals including those helping to provide managed technology services.

We follow a set of consistent recruitment principles to ensure fairness and avoid bias during recruitment.



## Our Divisions

For the majority of 2024, our four operating divisions were Taylor & Francis, Informa Markets, Informa Connect and Informa Tech.

### Informa Markets

runs transaction-led live and on-demand B2B events where industries come together to trade, to innovate and to grow.

### Informa Connect

owns and operates content-led events that bring together professionals to connect, learn and develop business.

### Informa Tech

provides B2B data and market access to customers through live and on-demand events, specialist research, media brands, digital demand generation and buyer intent.

### Taylor & Francis

our academic markets business, is a leading publisher of peer-reviewed academic research.

**We are updating our organisational structure in 2025 as follows.**

### Academic Markets

Taylor & Francis – Academic research, advanced learning and open research

### B2B Digital Services

Informa TechTarget – B2B data and market access

### B2B Markets

Informa Markets – Transaction-led B2B events  
Informa Connect – Content-led B2B events  
Informa Festivals – Experience-led B2B events

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# Informa's business partners and supply chain

During 2024, Informa worked with over 37,000 business partners in 140 countries to deliver our products and services and keep our operations running successfully.



We take pride in maintaining close relationships with key business partners and expect all our suppliers to work in a way that aligns with our own standards and guiding principles. The services and areas in which we most commonly worked with suppliers in 2024 include:

-  Event venues and construction
-  Subject matter experts, speakers, partnerships
-  IT software, data and hosting
-  Professional services
-  Marketing, promotion and advertising
-  Print, print management and distribution

An overview of the geographic spread of these supplier partnerships is included in our Geographic risk section.

## Supplier relationship management

Supplier management is typically overseen by the teams that are closest to the business partner, who are enabled to make decisions within consistent frameworks.

In late 2024, we established a preferred partner programme to work more closely with significant suppliers, which will ensure we prioritise relationships with partners who have proven they align with Informa's standards and principles.

# Our Code of Conduct and Policies

Informa's Code of Conduct and associated policies contain the commitments and describe the processes that support our Modern Slavery programme.

Informa's Code of Conduct and Policies are available on our website and intranet. Their contents are regularly reviewed by subject matter experts, with input from our internal Legal team and external specialist advisers as required. Significant changes to policy are discussed and approved at Executive Committee level.

## Our Code of Conduct

Informa's Code of Conduct, *How we work at Informa*, provides clear information on our commitments and the behaviour we expect from colleagues, aligned to our guiding principles and culture more broadly.

The Code includes our commitment to respect internationally recognised human rights. It has a section on modern slavery and child labour that includes our intent to seek to eliminate modern slavery, human trafficking, forced and child labour from our business and supply chain. It also details the responsibilities colleagues have when engaging in recruitment, procurement or when working off-site.

The Code of Conduct applies to everyone who works for Informa or on our behalf, including both permanent colleagues and temporary or contract workers. Our Code of Conduct is available [here](#).

## Our Business Partner Code of Conduct

Our [Business Partner Code of Conduct](#), which aligns with our colleague Code of Conduct, is applicable to all of Informa's business partners, including our suppliers, contractors and agents. It is available in eight languages and contains sections on modern slavery and on child labour.

The Code makes clear that business partners must not engage in, work with or subcontract to any third party that engages in the use of forced labour, child labour or any labour that makes use of human trafficking or restricts freedom of movement.

## Our Sustainability Policy

Informa's [Sustainability Policy](#) brings together our policy and commitments on environmental and social activities. It includes specific requirements for colleagues and partners engaged in procurement and recruitment.

## Our Human Rights Policy

Our [Human Rights Policy](#) focuses on eight areas that are specific to supporting human rights and

particularly relevant to our business activities, including responsible content, equality, and labour practices and working conditions.

The policy, and our modern slavery and child and forced labour content in our training and Code of Conduct, was developed with input from external human rights specialists and sets out our support for the UN's Universal Declaration of Human Rights.

## Speak Up – our whistleblowing policy

Guidance on how to report concerns through our confidential whistleblowing line, [Speak Up](#), and the protections available to those who report, is included in all our Policies, our Code of Conduct, and our Business Partner Code of Conduct, which also requires business partners to share such information with any of their employees engaged in work with Informa.

Our Speaking Up Policy includes additional detail about the other reporting channels available, and the investigations process. Further information on our whistleblowing provision can be read [later in this statement](#).



# Due Diligence

## Supplier relationship management & due diligence

We take a relationship-based approach to supplier management. While operating within consistent company-wide frameworks, our teams are empowered to manage supplier relationships directly, ensuring both efficiency and accountability. For our most important partnerships, we implement central oversight including enhanced due diligence and executive-level monitoring.

Our enhanced supplier evaluation process encompasses compliance verification, social responsibility assessments, and checks for labour exploitation risks. We also evaluate broader risk indicators, such as financial stability, which could potentially signal increased vulnerability to modern slavery or labour rights violations.

We incorporate due diligence on modern slavery, environmental and governance matters into procurement processes for key company-wide technology suppliers, including when tendering and at contract renewal. This is designed to ensure our major technology partners are aligned and meeting the standards we would expect.

In Taylor & Francis, where there has been longstanding collaboration between supplier management teams and Group functions responsible for the modern slavery programme, teams operate yearly modern slavery and human rights evaluations. In 2024, potential suppliers underwent thorough pre-screening, with only those meeting Informa's standards and commitments advancing to partnership consideration.

## Recruitment due diligence

Colleagues recruited to Informa are subject to identity checks. We confirm their right to work in that location and undertake age and citizenship status checks, where applicable, as part of the onboarding process. All costs of recruitment are born by Informa, rather than colleagues, contractors or other temporary workers.



# Assessing & managing modern slavery risk

Like many businesses, we operate in a complex and fast-moving environment. Embedding good risk management at every level is an important part of the way we work.



The most significant part of our modern slavery programme is the process by which we identify our risk of modern slavery, assess its likelihood and potential impact, and identify and deploy means of managing or reducing the risk, should it occur.

## Risk identification and assessment

Informa follows a four-stage risk management process to oversee our principal risks and sub risks. We identify risks, assess them, respond to and mitigate them, and monitor and report on them.

Our governance framework establishes clear lines of accountability, supported by subject matter experts who provide comprehensive risk oversight at every level.

We employ a risk assessment methodology that evaluates both financial and non-financial criteria, weighing probability against potential impact. When specifically assessing modern slavery risks within Informa's operations and supply chain, we enhance our standard Group Risk protocols with specialised modern slavery considerations. This approach prioritizes the perspective of rights holders and emphasizes remediation pathways.

To ensure thorough risk evaluation, we use data sources including The Global Slavery Index, U.S. Department of State's Trafficking in Persons Report, and the Freedom in the World Report.

The following key risk indicators are considered:

- **Industry sector**, including the type of product or service supplied and workforce requirements
- **Geography**, including location of key operations, offices, venues
- **Nature of the supplier relationship**, recognising that more significant or longer-term engagements provide us with greater opportunity to influence, monitor and support
- **Local / national regulatory or legal compliance**
- **Supplier activity** including evidence of a compliance and/or human rights programme or similar commitments or actions

Final assessment of the specific risks attached to a supplier relationship is dependent on the interrelationship of these indicators, where one factor may significantly mitigate another.

## Alignment to Principal Risks

Modern slavery and human rights are considered as part of the principal risk of Inadequate Regulatory Compliance, owned by the Group General Counsel and Company Secretary. We are Risk Averse in this area, meaning that we have a very low tolerance for and aim to avoid it.

We run a comprehensive compliance programme to help us meet our obligations under material legislation. It includes the use of detailed risk assessments, training and communications. The programme is monitored to make sure we are continually improving our processes.

We train all new colleagues on the Code of Conduct and key policies, and they are required to accept role-relevant policies.

All reports of potential breaches of our Code of Conduct and policies are investigated promptly and where appropriate actions are taken to remedy substantiated breaches or implement key learnings.

### Our geographic risk

Our analysis of geographical risk is based on the countries and regions in which Informa’s colleagues and business partners work and live and is reviewed annually.

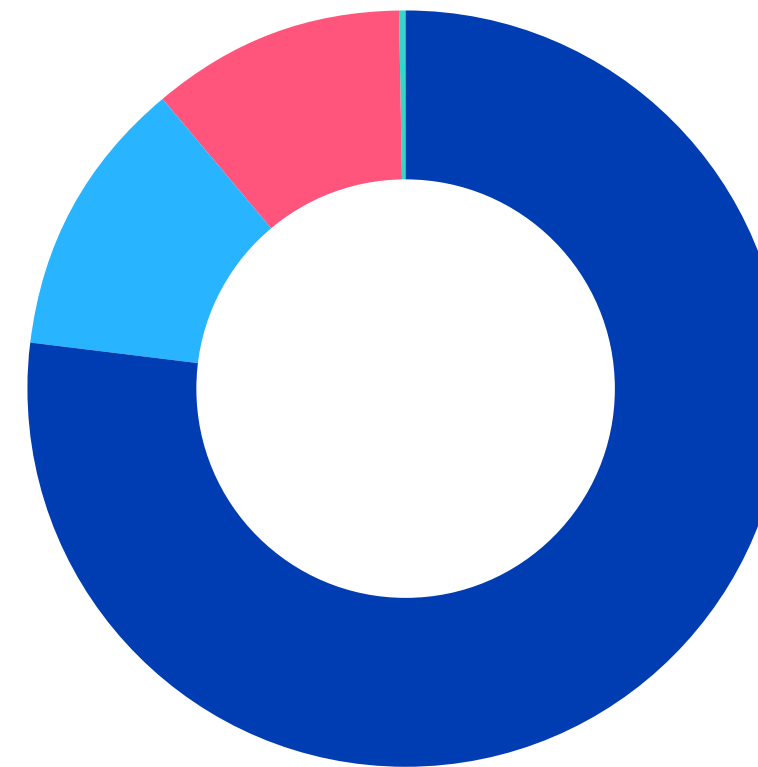


### Colleagues

● Low ● Moderate ● High ● Very high risk

**2024**  
14,000+ colleagues in 38 countries

89% of colleagues in locations assessed as low or moderate risk of modern slavery



77% of our permanent colleague population is located in countries with the lowest incidence of modern slavery, including United Kingdom, United States, Canada and Japan. Colleagues in locations assessed as moderate make up a further 12%.

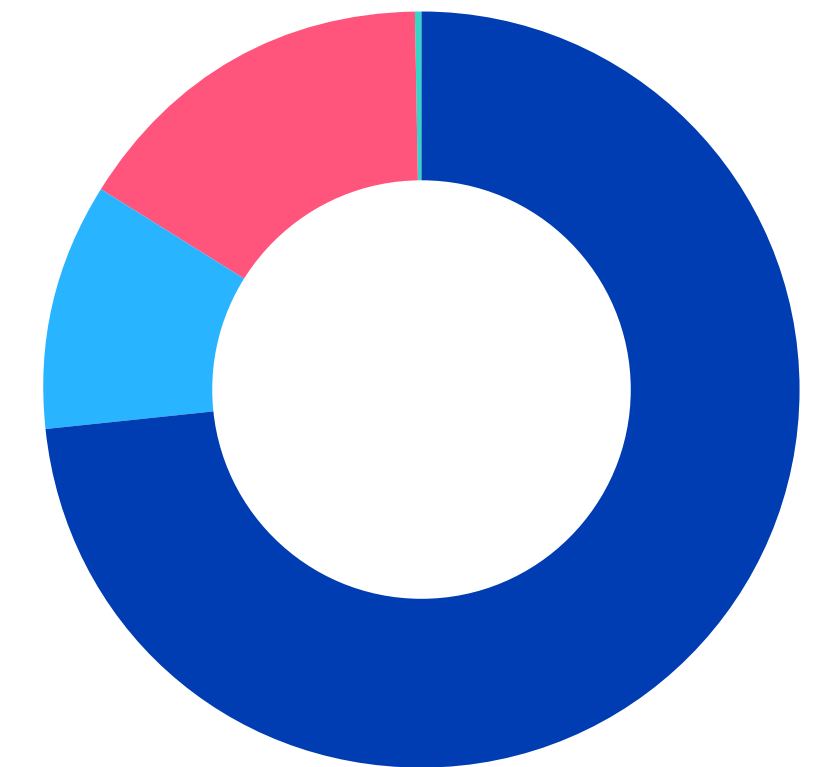
Less than 0.1% of our colleagues are located in countries identified by our reference sources, such as the Global Slavery Index, as having a very high risk of modern slavery or forced labour. These include Saudi Arabia and the Philippines. The nature of Informa’s business in these locations means that most of our colleagues are professionally qualified or specialists in their role, and work in more advanced fields than is typical for those most at risk of modern slavery.

### Suppliers

● Low ● Moderate ● High ● Very high risk

**2024**  
Nearly 37,000 suppliers in 140 countries

84% of procurement spend with suppliers in locations assessed as low or moderate risk



84% of our procurement expenditure took place in locations identified as having low or moderate risk of modern slavery, according to our assessment criteria and sources.

Our expenditure in locations assessed as very high risk stands 0.1%. This includes expenditure associated with our events in regions such as the Kingdom of Saudi Arabia and Thailand. We have grown significantly in Saudi Arabia through our Tahaluf partnership and continue to monitor and manage the human rights and modern slavery risk associated with this and other locations, including additional risk management measures for our most significant ongoing partnerships.

Other suppliers from these higher risk locations include academics, subject matter experts and speakers at our events, and the local offices of global professional services firms, which are roles and business partners which tend to be at a lower risk of modern slavery.

# Partnership risk: areas of focus

We partner with suppliers to deliver certain services. Different products and industries have different levels of exposure to the risk of labour rights abuses.



Areas of higher risk, identified by our risk management framework, are described below.

## Risk identification and assessment



### Timber & forestry

Paper and card used in printed material and office supplies; timber used in stand construction for events



### Construction

Build and take down of exhibition stands; venue development including temporary structures; office maintenance and upgrade



### Hospitality & venues

Use of exhibition centres, hotels and other venues to host events and for the accommodation of colleagues and event attendees



### Manufacturing

Manufacture of small marketing materials, including lanyards; print production; technology including IT hardware, reusable stands



### Mining

Extracted minerals and metals used in the extended supply chain, including reusable stands for events, IT hardware, printing and office supplies



### Services

Service suppliers to Informa's offices and events, including security, cleaning, catering, maintenance and waste management

We also recognise the specific modern-slavery risks attached to the use of unskilled temporary labour, especially at the point of recruitment or when such labour is drawn from vulnerable groups such as migrants. We ensure that our recruitment practices are consistent and properly applied to mitigate this risk.

# Risk management and mitigation

We have a mature enterprise risk management programme, which helps address the risk of modern slavery occurring in our business operations or supply chains.



Our risk management, control and mitigation actions include:

- Embedding the requirement to comply with the Business Partner Code of Conduct in tendering processes, standard contracts and framework agreements across the Group
- Using hotel venue providers with established anti-modern slavery and trafficking programmes
- Including clauses in exhibitor manuals that prohibit the presence of children during build and breakdown at B2B events and require valid work permits and ID badges
- In-person monitoring by Operations and Health, Safety & Security teams for the presence of children and forced labour on site during high-risk event construction
- Provision and communication of a third party-managed confidential reporting service, Speak Up, available to colleagues and third parties in multiple languages
- Internal recruitment processes, including identity and rights to work checks and paying at least the Living Wage in the UK

- Engagement with editors and authors on the ethics of the research we publish, including use of valid informed consent for clinical trial participants, to help address the risk of coerced participation and exploitation of vulnerable communities, such as prison populations
- Engagement with supplier risk management providers to manage due diligence on key publishing business partners

The Group Internal Audit team visits a selection of event sites each year to audit operations, and these include child labour and site access checks.

Our procurement teams also visit a selection of key strategic business partners each year, giving us an opportunity to validate the responses given to desktop modern slavery and human rights due diligence and audits.

# Examples of specific risk mitigation activity

## Use of paper and timber

The illegal or unsustainable harvest of timber is frequently associated with serious human rights abuses, including the use of forced and child labour.

At Informa, we are committed to ensuring that, as far as possible, the timber and paper used in our offices and products is sourced from responsibly managed, sustainable forests. We also aim for 100% of the paper we procure to hold a responsible sourcing certificate, such as from the Forest Stewardship Council. Responsible sourcing programmes such as these incorporate certain labour requirements into their systems and chain of custody standards, including the effective abolition of child and forced labour.

The Group Paper & Timber Sourcing Policy, our Code of Conduct and the Group Sustainability Policy contain this mandate, whether we order directly or through contractors. Colleagues sourcing timber or paper in South America, South East Asia, Africa and the Middle East that are not certified sustainable or recycled must conduct additional due diligence, and the policy is required to form part of all contracts with applicable suppliers. The Sustainability team conducts spot checks throughout the business.

## Better Stands

Our Better Stands programme aims to unite and encourage exhibitors and their appointed contractors to move away from disposable, single use stands at events, in favour of reusable structures

As well as reducing waste and the use of single-use timber products, reusable stand structures are quicker and simpler to set up, improving health and safety risk exposure and reducing the need for some forms of labour that are potentially more vulnerable to exploited and child labour.

We have also joined forces with other event organisers to expand Better Stands across the events industry.

## Sustainable event management

Our Sustainable Event Fundamentals Framework, used by teams across Informa, is a key way we are embedding sustainability and responsibility considerations into all our events in a consistent and trackable way.

The Fundamentals require events to have at least three initiatives which enhance wellbeing, equality, accessibility, and respect for all. The event team must be engaged with sustainability and ensure it is a part of event decisions.

More than 430 events participated in the Fundamentals in 2024, up from 377 in 2023. Compliance with the programme is tracked and monitored by the Group Sustainability team and reported as part of Informa's annual Sustainability Report.

[Continue](#)

## Publishing supply chain

### Intermediary Due Diligence

An independent third party, PSI IPV (PSI), provides centralised due diligence services focused on sales agents and intermediaries working with the publishing industry, including the provision of training, background checks, and the maintenance of a central due diligence register. Following our engagement with PSI in 2022 to extend their due diligence to include human trafficking and modern slavery, the intermediaries and sales agents Taylor & Francis works with now complete this module as standard.

### Global Supplier Management

Taylor & Francis's Global Supplier Management team operates an ongoing program to proactively identify and mitigate modern slavery risks across our supply chain.

Our approach is built on three key pillars.

- First, we conduct annual supplier assessments using modern slavery and human rights questionnaires, analysing changes in responses year over year.
- Second, we maintain continuous engagement with our suppliers through direct communication channels and, where appropriate, conduct on-site visits to verify reported information and identify any potential concerns.

- Third, we work closely with our trained local business teams, especially in key supplier regions such as India, to perform thorough site inspections.

Throughout our 2024 supplier site visits and assessments, we found no evidence of modern slavery or child labour practices.

### The Book Chain Project

Taylor & Francis continues to be a member of the Book Chain Project, a collaborative project that helps publishers make better informed purchasing decisions by collecting and analysing data on key publishing supply chain stakeholders.

Our involvement focuses on:



#### Forest Sourcing



#### Labour & Environment

Modern slavery risk management falls under the Labour & Environment section. This clearly sets out our and the industry's expectations on labour practices and environmental management and requires compliance with the publishing industry Code of Conduct. The Code of Conduct, based on existing internationally recognised Codes and Laws, is supported by a requirement for suppliers to complete audits.

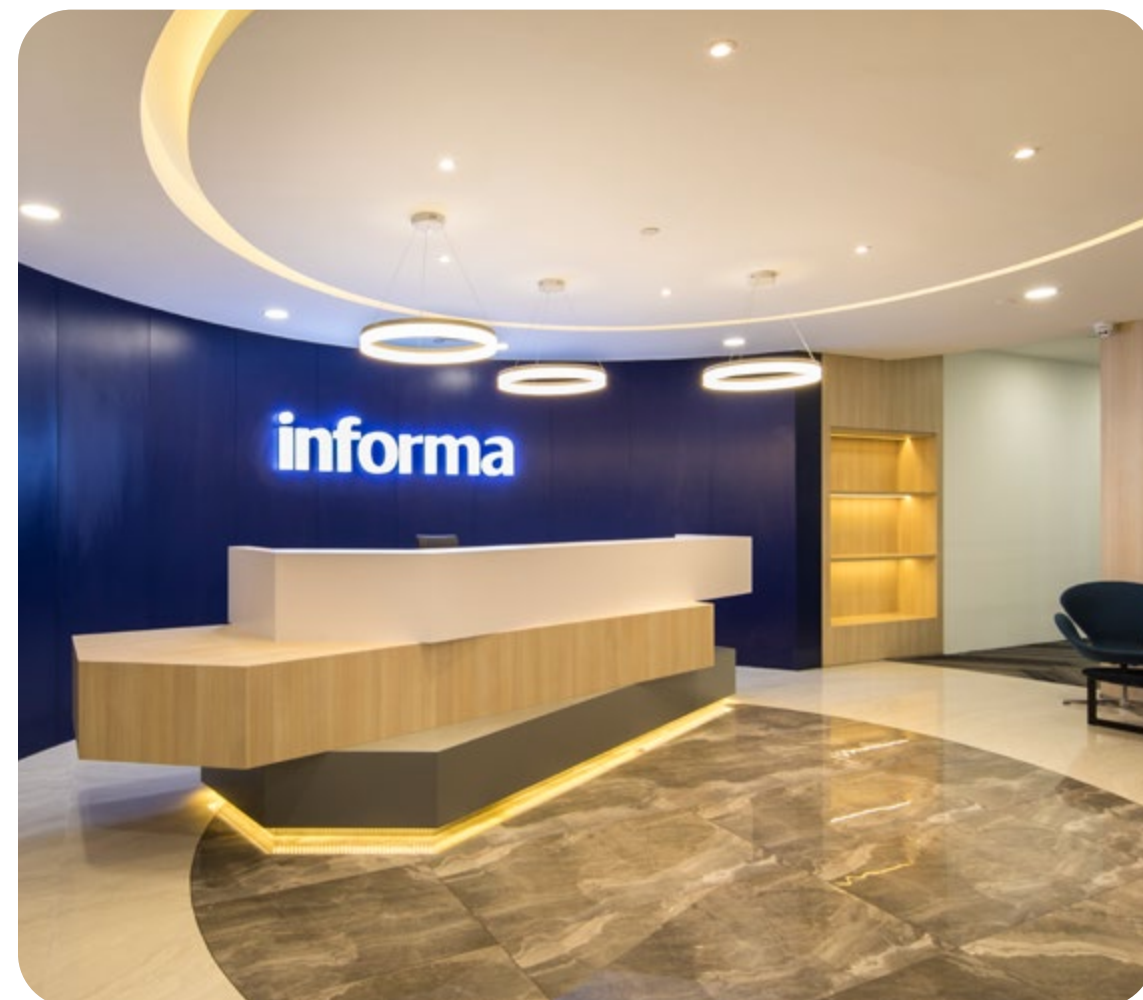
Suppliers from countries identified as having the highest risk of poor labour and environmental practices are required to complete a third-party audit, such as ICTI, SMETA, SA8000, WCA or BSCI. Findings of concern are flagged to Taylor & Francis. In 2024, a range of suppliers in India and other countries submitted these audit reports, and 83% of registered suppliers have submitted responses to The Book Chain Project's Labour & Environment Questionnaire within the last three years.



# Effectiveness: monitoring, reporting and key indicators

## Monitoring, report and audit processes

Our Internal Audit team conducts assessments of our modern slavery prevention program as part of their operational audits. These evaluations review procedures, labour usage and monitoring for underage workers on site at events. All identified issues are tracked through to resolution, with outstanding matters escalated directly to the Group Audit Committee.



In 2024, we maintained our operational audit schedule, which include confirming that key contract provisions are being followed and that ID checks are conducted on workers before entering the venue, which helps ensure that underage workers are not admitted. Divisional Compliance teams attended several events in 2024 to conduct spot checks.

Where compliance with the Business Partner Code of Conduct has been agreed as part of a contract, we maintain the authority to audit and, as necessary, terminate relationships in cases of severe, repeated, or unresolved non-compliance.

Group Compliance reports completion statistics for our Code of Conduct training, which includes our modern slavery content, to the Group Risk Committee and Board, and tracks completion levels for new joiners as part of our formal risk management process for managing the risk of regulatory compliance.

The team also monitors reports made via the Speak Up line to ensure they are managed appropriately and consistently. Breaches of our Code of Conduct and associated Policies are reported to the Risk Committee and Board; volumes of breaches, reporting trends and substantiation rates are tracked.

## External reporting: indices

Informa continues to participate in a number of benchmarks and indices, for which we provide details of our work on human rights, modern slavery and other labour rights abuses within our business and supply chain.

Leading ESG performance evaluators MSCI, CDP, ISS, and S&P have all recognised Informa as a sustainability leader in their latest rankings.

In 2024, Informa achieved:

- AAA in the MSCI ESG Ratings
- A CDP Score of A-
- A 'Prime' rating in the ISS ESG Corporate Rating Report
- Inclusion in the Dow Jones Best-in-Class Indices for the seventh year running
- A place in the prestigious S&P Global Sustainability Yearbook 2025



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### Assessment of effectiveness

We received no reports in 2024 of cases of suspected or actual modern slavery or child labour, whether through our Speak Up line or other reporting channels, material or otherwise. In addition, none of our current business partners reported any such concerns to us, via their direct contacts with our operational teams, or via our Speak Up line or any other channel.

Our publishing and research ethics controls identified a number of pieces of research that did not meet our

editorial standards in terms of informed consent, and which were not accepted for publication as a result.

Supplier due diligence questionnaire responses assessed in 2024 showed that the current suppliers who were asked to respond demonstrated a good understanding of the risks of modern slavery and that they have programmes in place to address this risk. No responses raised concerns, though we recognise the limitations of this format and support this data with site visits where possible.

Internal audit and operational team checks did not discover or observe any instances of forced or child labour, suspected or actual, at our events in 2024.

### Responding to incidents or breaches of modern slavery policy

We did not discover any cases of forced or child labour in our supply chain or operations in 2024, and we have measures in place that enable us to respond to such an event should it happen.

Although our Business Partner Code and other agreements with our suppliers and exhibitors give us the ability to terminate contracts in the event of a breach, we recognise that the use of modern slavery or forced labour is not a problem that is likely to be resolved by such action.

In the event that the use of forced or child labour is discovered in our supply chain or operations, our intention is to seek a constructive solution. We continue to engage with our procurement teams to

communicate this and to work with them to develop alternative actions.

Colleagues are mandated to comply with the Code of Conduct and associated Policies. Breaches can result in disciplinary action, up to and including dismissal, and any colleagues knowingly making use of trafficked, child or forced labour or enabling it, would be subject to these processes.

Suppliers from countries identified as having the highest risk of poor labour and environmental practices are required to complete a third-party audit, such as ICTI, SMETA, SA8000, WCA or BSCI. Findings of concern are flagged to Taylor & Francis. In 2024, a range of suppliers in India and other countries submitted these audit reports, and 83% of registered suppliers have submitted responses to The Book Chain Project's Labour & Environment Questionnaire within the last three years.

### KPIs

#### KPIs relating to compliance training that increases awareness of the risk of modern slavery and child labour

Target is 90% of new joiners complete the Code of Conduct training within 30 days

#### 2024 status

75% (December)

Target 95% completion for overall colleague population in year

89%\*

#### KPIs relating to areas of our supply chain with exposure to modern slavery risk, developed as part of our sustainability programme

Paper and timber: 100% sourced from sustainable, certified sources

95%

Better stands: elimination of disposable stands from Informa Connect, Tech and Informa Markets North America by 2025

On track

\* Our new starter training fell below our target completion rate due to technology barriers preventing access to our training platform in China and a longer, 90-day timeline for Informa colleagues who joined acquisitions. We continue to positively encourage this module as part of adopting Informa culture.



# Colleague engagement and training

## Training

Training on Informa's Code of Conduct is compulsory for all colleagues. To allow everyone in our global company to fully participate, it is available in nine languages. It includes specific scenario-based content on modern slavery and child labour, focusing on responsible procurement and due diligence and the identification of key indicators of forced labour, with the intention of enhancing colleagues' awareness and ability to mitigate these risks in our supply chain and our own operations. This content was custom developed to reflect the risks identified in our risk assessment.

Colleagues are required to make a commitment to comply with the terms of our Code of Conduct before completing the training.

## Opportunities to raise concerns

To support the processes and controls in place to mitigate modern slavery risk, we ensure that everyone who works with us or for us, or who visits any of our events, has the opportunity to report things that they have seen or experienced, freely and in confidence. Our reporting channels are referenced in all communications from the Group and Divisional Compliance teams.

## Speak Up

Our confidential whistleblowing line, Speak Up, is available to all Informa colleagues, business partners and customers to report issues or raise concerns and to access expert support. Speak Up is hosted by a third party; reporting is always in confidence and reporters may choose to remain anonymous, where this is permitted in law. To facilitate reporting, the line is available in 12 languages and users can also make use of free phone lines across the globe.

In 2024, we updated our whistleblowing line to use a new third-party provider. This has strengthened our internal reporting metrics.

Business Partners who have signed up to our Business Partner Code of Conduct are required to share the details of Speak Up with any of their employees who are working with us or on our behalf.

## Other reporting channels

Colleagues and third parties can also make reports directly to teams, including senior management, HR and Compliance if they prefer.

## Zero retaliation

We are committed to **zero retaliation** against anyone who makes a report in good faith or supports an investigation. We extend this commitment to third parties who report concerns affecting our business.

## Training on reporting & investigations

Following the rollout of the new Speak Up line in 2024, colleagues responsible for investigations were provided training on the new platform, which is being used to record all instances of reported misconduct.



# Contributions to global modern slavery efforts

Our contributions to anti-modern slavery initiatives include delivering specialist knowledge and research on human rights related topics and playing an active role in industry bodies to manage risk across our markets.



## Academic research

Taylor & Francis publishes an extensive range of research on these topics. Journals we publish that focus on modern slavery related topics include the Journal of Human Trafficking, Slavery & Abolition, the International Journal of Human Rights, the Journal of Poverty, and the Nordic and Australian Journals of Human Rights. Specific articles focused on the contextual factors that perpetuate modern slavery within supply chains, how to better support the social inclusion of survivors of modern slavery, and the linkages between enslavement and marriage.

This knowledge forms part of Taylor & Francis's broader online collection, **Sustainable Development Goals Online (SDGO)**, which is a carefully curated interdisciplinary collection of digital content mapped to the United Nations' Sustainable Development Goals (SDGs). There were 10% more book chapters and journal articles available in the collection in 2024 compared to 2023.



## Industry engagement

Informa, and its subsidiary brands and businesses, remains a member of multiple industry associations that have programmes to address modern slavery, human trafficking, and child labour. These include:

- The Global Association of the Exhibition Industry
- The International Association of Exhibitions and Events
- The Events Industry Council

As a member of these, and other, association committees, we are able to work with peers and suppliers to make our industries more aware of, and less likely to use, modern slavery.