



## *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. In a normal year we have ca. 75 events taking place, 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 are 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 ca. 75 events taking place in 11 countries. We currently employ ca. 800 people in 14 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 ongoing COVID-19 pandemic the number of events taking place this year was lower than in a normal 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**

### *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.

### *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.

### *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.



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### Whistleblowing

There are arrangements in place for concerns to be raised, anonymously if needed, via our whistleblowing process and systems. In particular the Group operates a 24-hour multi-lingual and multi-platform reporting line.

### The next steps

Last year we stated that our operational and health and safety teams (whether internal or external as applicable) would 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. Due to ongoing travel restrictions this has not been possible during our financial year ended 30 September 2021. However, as travel restrictions ease, we will re-activate this process and, in particular, visit operations where we perceive risks to be highest and will conduct audits and draw up action plans. The travel restrictions have not prevented us from having oversight of this area. Over the past year, we have virtually engaged with all of our operational leads in the regions/portfolios and we have obtained updated information in all areas of risk including reinforcing the importance of combating modern slavery.

Last year we also stated that we would review and investigate any reports made pursuant to the Anti-Slavery and Human Trafficking Policy or under our whistleblowing reporting processes. During the financial year, no reports were made. We remain committed to reviewing and investigating any reports made pursuant to the Anti-Slavery and Human Trafficking Policy or under our whistleblowing reporting processes.

### 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 2021. It was approved by the board on 1 December 2021 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