

Modern Slavery Statement

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; to acting ethically and with integrity in all our business relationships; and to 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.

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

We are Hyve

We create unmissable events where people from all corners of the globe learn, trade and network, sharing extraordinary moments, advancing business and helping to shape industries. Each year we have circa. 30 events taking place, across multiple industry sectors from ecommerce to education technology, and engineering to fintech.

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.

Risk Profile

Each year we have ca. 30 events taking place in 11 countries. We currently employ ca. 600 people in 11 global offices.

We are aware that a number of countries in which we operate have a higher Modern Slavery risk than others (for example India and Africa)¹.

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.

¹ The Global Slavery Index 2018

The Framework

Anti-Slavery and Human Trafficking Policy

The Group-wide Anti-Slavery and Human Trafficking Policy demonstrates a global commitment to address Modern Slavery. The policy gives workers, contractors and other business partners guidance on identifying and reporting Modern Slavery and clearly states the measures in place to tackle Modern Slavery in business and supply chains. The Policy is reviewed and updated annually to bring it into line with the latest legislation, best practice and industry standards.

ESG Committee

The Group's establishment of a standalone committee further evidences its commitment to ESG matters. The Committee's Terms of Reference include express reference to their oversight of, and commitment to, ethical sourcing of and adherence to responsible labour standards within the Group's supply chain (including addressing matters of child labour and Modern Slavery).

In considering areas of focus for Modern Slavery matters, the Committee considers the geographical locations in which the Group operates, and the event sector profile in each country. This approach enables a broad consideration of the Group's effectiveness and its responsiveness to macro conditions in its operating markets.

Code of Conduct

The Group's Global Code of Conduct 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 all employees understand the Group's obligations, and their responsibilities, when it comes to operating in a fair and ethical way. The Code is also a core element of the Group's induction training programme.

Whistleblowing

There are arrangements in place for concerns to be raised, anonymously if needed, via the Group's whistleblowing process and systems. The Group operates a 24-hour multi-lingual and multi-platform reporting line. During the financial year no reports were made.

Hyve remains committed to reviewing and investigating any reports made pursuant to the Anti-Slavery and Human Trafficking Policy or under its whistleblowing reporting processes.

The next steps

Last year the Group stated that, upon the easing of travel restrictions, on site visits and assessments would occur in those areas identified as high-risk. It was also stated that audits would be conducted with accompanying action plans being compiled in relation to each event visited.

In the year, the following assessments were undertaken:

- **Turkey** – a formalised assessment of Modern Slavery (and trafficking) on-site risk and mitigation was undertaken at the BeautyEurasia event in June 2022. Whilst no instances of

concern were noted and none were reported, additional areas for improvement were identified and have been actioned²;

- **South Africa** – reviews and assessments were undertaken in relation Mining Indaba (May 2022, Cape Town) with no adverse findings being reported. The event-wide assessment demonstrated the effective operation of systems and procedures to identify any concerns or issues;
- **Dubai** – following the temporary relocation³ of the Africa Oil Week event in November 2021 to Dubai, an assessment in that territory was undertaken with no adverse findings reported; and
- **India** – at the PaperX event (November 2022, Chennai) a detailed review of those workers involved in the event highlighted no significant concerns, however, in light of the risk exposure in this territory Hyve has sought to add additional auditing and assessment processes to its events in India to ensure the continue to adhere to the Group’s policy on fair and equal treatment of workers.

As stated last year, the identified visits took place in high-risk geographic areas, with assessments taking place in the “build up” and “break down” phases of the events process. It is these areas which carry a higher likelihood of incidents occurring.

The same approach will be applied in the coming year, with assessments being commissioned in relation to events taking place in Brazil (BETT Brazil, São Paulo), South Africa (Mining Indaba, Cape Town) and India (PalmExpo, Mumbai).

As part of its commitment to clear and transparent supply chains and the requirement for all suppliers to conduct themselves in line with Hyve’s own zero tolerance approach to Modern Slavery and human trafficking, the Group will be launching its first Supplier Code of Conduct next year.

The Supplier Code of Conduct will not only help the Group to procure products and services more consciously but will also create a supplier network that considers the ESG impacts of all business activities. It sets out minimum standards across a number of topics, including Modern Slavery, which all suppliers are expected to comply with.

Board Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Hyve Group anti-slavery and human trafficking statement for the financial year ending 30 September 2022.

This statement was approved by the Board of Hyve Group plc on 8 December 2022 and will be subject to annual review.

For and on behalf of the Board,



Mark Shashoua

Chief Executive Officer

² Hyve Group disposed of its operations in Turkey in October 2022

³ As a result of Covid restrictions on mass gatherings in South Africa